



DoD Civilian Acquisition Workforce

Personnel Demonstration Project

Unofficial CCAS 2006 Results for Army Pay Pools

Prepared by the Army AcqDemo Office for the Army Activities in the Department of Defense Civilian Acquisition Workforce Personnel Demonstration Project.
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Number of Pay Pools and Number of Employees

Number of Pay Pools		PP#	Number of Employees							
			1999	2000	2001	2002	2003	2004	2005	2006
1	OAA DCC-WV	101	180	175	154	110	105	96	84	89
2	ATEC	102	78	113	117	122	136	151	161	169
3	PEO EIS	103	122	141	144	151	374	455	500	519
	SAAL-ZP/CSA	104	48	54	51					
4	ATEC AEC	105	75	205	223	250	314	325	362	365
5	Army G8 (ADO)	106	14	14	13	13	11	12	11	10
6	CCK	107	36	44	53	50	51	58	58	59
	ATEC OEC	108	119							
	SAAL-ZR	109	124							
7	PEO CBD (JPOBD)	110	13	16	15	13	27	57	64	73
8	SDDC AQ	111	53	48	50	48	64	58	57	43
9	ASA ALT	112	7	32	26	48	100	102	100	110
10	PEO C3T	113	88	89	92	104	289	301	339	307
11	PEO GCS-P/Ammo	114	80	93	91	100	137	151	136	133
12	PEO CIO	119	41	46	44	49	45	40	27	27
13	PEO GCS-W	120	128	126	132	134	123	168	166	205
14	PEO IEWS	121	111	114	119	141	134	142	148	134
	SAAL-ZC	122	4							
	SAAL-ZT	123	13	11	12	11				
	SAAL-ZS	124	11	12	10	13				
	SAAL-ZD	125	10	10	14					
15	MEDCOM HCAA	126	25	67	83	113	144	167	175	183
	RDASA	127	89	86	91	95				
	SAAL-ZL	128		3	3					
16	DDACM/ASC	129		107	122	123	114	118	121	109
17	SDDC AQ Supr	130		3	4	4	6	6	7	6
18	OF-TF	131			4	8	8	2		
	PM FCS	132			8	8				
19	PM JSIMS	133				17	16	3		
20	PEO Aviation	134				62	69	360	384	393
21	ACA HQ	135				35	50	55	51	55
22	OAA DOL	136				39	37	36	37	
23	PEO CS/CS	137				Converted 10/02	107	255	288	348
	Total		1469	1609	1675	1861				

The 2006 CCAS rating cycle had 63 pay pools for a decrease of 1 from the 2005 CCAS cycle of 64.

Two new pay pools were created for the 2006 CCAS cycle: AMSAA at Rock Island Arsenal and PEO C3T created a supervisory pay pool.

Three pay pools were deactivated – OAA DOL (re-organized), ASC GMD (re-aligned to MDA), and ARDEC (re-aligned).

Army AcqDemo had a 4.8% increase in participation in 2006 from 6467 to 6778. Only 6580 of the 6778 were eligible for the 2006 CCAS rating cycle.

Number of Pay Pools		PP#	Number of Employees							
			1999	2000	2001	2002	2003	2004	2005	2006
ATEC DTC	138	Converted to AcqDemo Before July 2, 2003	150	158	157	168				
ATEC OTC	139		164	176	198	195				
AMSAA CCAD	140		56	60	66	67				
AMSAA CSAD	141		45	51	53	52				
AMSAA LAD	142		61	59	67	70				
AMSAA JTCG	143		10	12	13	17				
AMSAA SOD	144		23	23	24	28				
AMSAA Chiefs	145		19	23	25	23				
ACA South Region	146		4	5	5	5				
AMSAA MAD	147								20	17
AMSAA RIA	148									7
AMCOM TMDE	150	Converted to AcqDemo Before July 2, 2003	30	31	34	31				
AMCOM CIC	151		13	16						
AMCOM LAISO	152		19	19	20	15				
AMCOM IMMC	153		121	141	138	151				
AMCOM AcqCtr	154		36	32	44	44				
AMCOM CmdStaff	155		63	74	33	40				
AMCOM SAMD	156		23	24	24	23				
AMCOM IG	157	12	11	11	10					
AMCOM SOD	158			27	29	35				
AMCOM G Staff	159					57	60			
PEO STRI	160	Converted to AcqDemo Before July 2, 2003	405	449	495	494				
PEO Soldier	161			99	106	105				
PEO MS	162					85	84			
ASC GMD	163					Converted October 3, 2004	58			
ASC THAAD	164					47	39			
PEO ASDM	165	Converted to AcqDemo Before July 2, 2003	40	44						
ASC PEO C3T (S)	166									67
PM UA	167	Converted to AcqDemo Before July 2, 2003							140	188
ASC PCO	168								13	13
ASC PM Arrow	169								12	9
ARDEC BV&ETD	170				24	25	26			
ARDEC HQ/ID/ASCC	180		38	36	35					
ARDEC FSAC	181		55	62	74	76				
ARDEC FUZE	182		53	54	54	55				
ARDEC WECAC	183		45							
ARDEC CCAC	184		44	56	62	56				
ARDEC QED	185		38	30	33	37				
ARDEC RMD	186	25								
ARDEC Benet	187	112	158	157	169					
ARDEC Acq&Ctr	188	12	48	57	61					
ARDEC FSC&TD	189		46	48	45					
TACOM Chiefs	190	Converted to AcqDemo July 27, 2003 (Not Eligible for 2003 CCAS Cycle)	77	76	77	87				
TACOM TARDEC	191		74	59	372	483				
TACOM Legal	192		14	15	15	14				
TACOM AcqCtr (WV)	193		44	60	61	76				
TACOM CBO	194		120	115	133	181				
TACOM IG	195			4	4	3				
TACOM CmdGp DCG	196		15	13	13	14				
Army Total		1469	1609	1675	1861	4521	5528	6467	6778	

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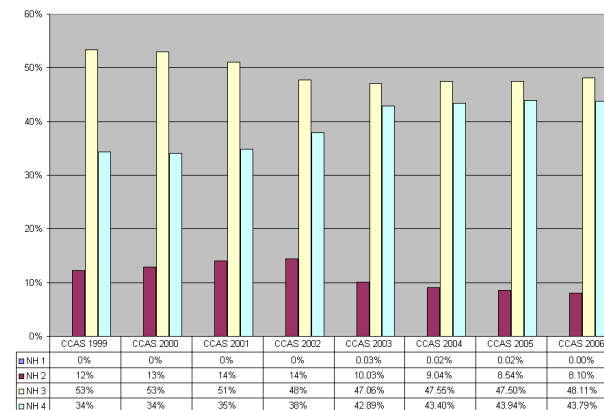
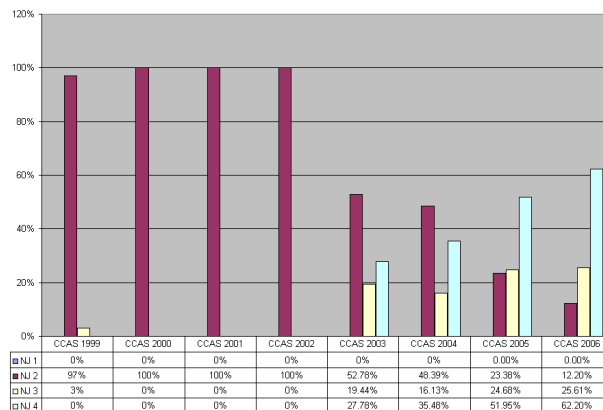
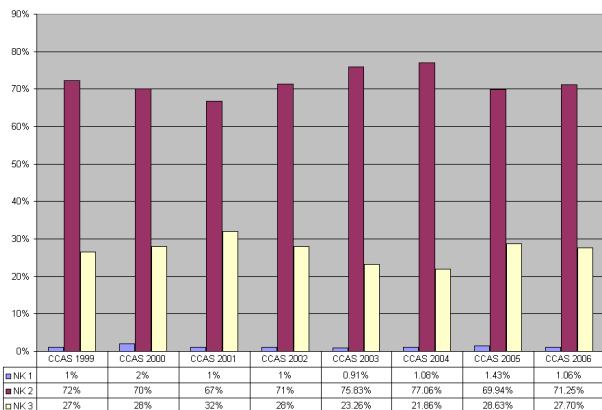
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Three pay pools were deactivated - OAA DOL (re-organized), ASC GMD (re-aligned to MDA), and ARDEC (re-aligned).

Army AcqDemo had a 4.8% increase in participation in 2006 from 6467 to 6778. Only 6580 of the 6778 were eligible for the 2006 CCAS rating.

Workforce Demographics

Army	CCAS 1999			CCAS 2000			CCAS 2001			CCAS 2002			CCAS 2003			CCAS 2004			CCAS 2005			CCAS 2006		
	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce	Number of Employees	Percent of Career Path	Percent of Workforce
NK 1	2	1.06%	0.14%	4	2.10%	0.25%	2	1.12%	0.12%	1	0.51%	0.05%	3	0.91%	0.07%	5	1.08%	0.09%	7	1.43%	0.11%	5	1.06%	0.07%
NK 2	136	72.34%	9.26%	133	70.00%	8.27%	119	66.85%	7.10%	140	71.43%	7.52%	251	75.83%	6.01%	356	77.06%	6.44%	342	69.94%	5.29%	337	71.25%	4.97%
NK 3	50	26.60%	3.40%	53	27.90%	3.29%	57	32.02%	3.40%	55	28.06%	2.96%	77	23.26%	1.84%	101	21.86%	1.83%	140	28.63%	2.16%	131	27.70%	1.93%
NK Career Path	188	100.00%	12.80%	190	100.00%	11.81%	178	100.00%	10.63%	196	100.0%	10.5%	331	100.00%	7.92%	462	100.00%	8.36%	489	100.00%	7.56%	473	100.00%	6.98%
NJ 1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ 2	31	96.90%	2.11%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.0%	0.91%	19	52.78%	0.45%	15	48.39%	0.27%	18	23.38%	0.28%	10	12.20%	0.15%
NJ 3	1	3.10%	0.07%	NA	NA	NA	NA	NA	NA	NA	NA	NA	7	19.44%	0.17%	5	16.13%	0.09%	19	24.68%	0.29%	21	25.61%	0.31%
NJ 4	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	10	27.78%	0.24%	11	35.48%	0.20%	40	51.95%	0.62%	51	62.20%	0.75%
NJ Career Path	32	100.00%	2.18%	29	100.00%	1.80%	26	100.00%	1.55%	17	100.0%	0.9%	36	100.00%	0.86%	31	100.00%	0.56%	77	100.00%	1.19%	82	100.00%	1.21%
NH 1	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	1	0.03%	0.02%	1	0.02%	0.02%	1	0.02%	0.02%	0	0.00%	0.00%
NH 2	154	12.30%	10.48%	180	12.95%	11.19%	207	14.07%	12.36%	237	14.38%	12.74%	382	10.03%	9.15%	455	9.04%	8.23%	504	8.54%	7.79%	504	8.10%	7.44%
NH 3	667	53.40%	45.41%	736	52.95%	45.74%	752	51.12%	44.90%	786	47.69%	42.24%	1793	47.06%	42.93%	2394	47.55%	43.31%	2803	47.50%	43.34%	2994	48.11%	44.17%
NH 4	428	34.30%	29.14%	474	34.10%	29.46%	512	34.81%	30.57%	625	37.92%	33.58%	1634	42.89%	39.12%	2185	43.40%	39.53%	2593	43.94%	40.10%	2725	43.79%	40.20%
NH Career Path	1249	100.00%	85.02%	1390	100.00%	86.39%	1471	100.00%	87.82%	1648	100.0%	88.6%	3810	100.00%	91.21%	5035	100.00%	91.08%	5901	100.00%	91.25%	6223	100.00%	91.81%
Workforce	1469	100.00%		1609	100.00%		1675	100.00%		1861	100.00%		4177	100.00%		5528	100.00%		6467	100.00%		6778	100.00%	



Presumptive Status

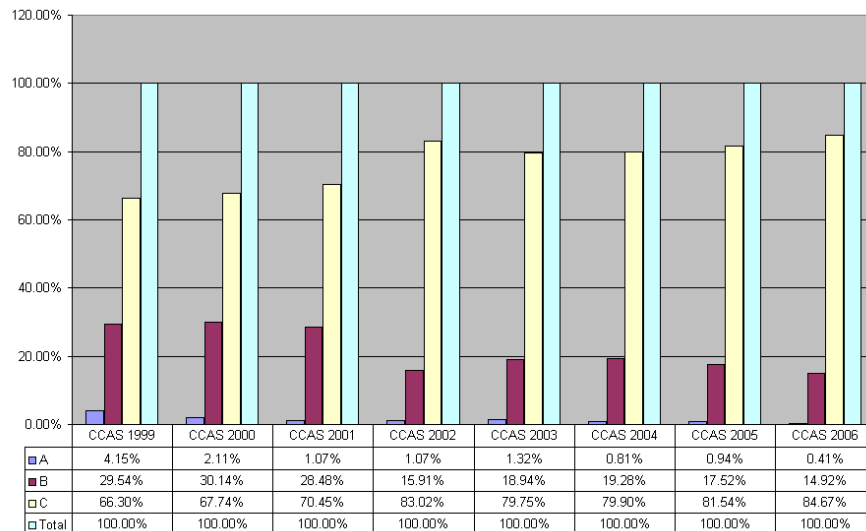
Presumptive Status	1999	2000	2001	2002	2003	2004	2005	2006
0 90 Days or More (changed in 2002 from 180 days)	1386	1455	1536	1792	4060	5309	6212	6548
1 Less Than 90 Days (changed in 2002 from 180 days)	71	138	122	57	93	196	215	198
Employee has the minimum days for CCAS rating but due to special circumstances, i.e., long-term full-time training, temporary promotion outside the demo, active military duty, extended sick leave, leave without pay, etc., the pay pool panel has two options.								
2 Expected Rating	12	13	15	9	19	16	28	19
3 Re-Certified Last CCAS OCS	NA	3	2	3	5	7	12	13
Total	1469	1609	1675	1861	4177	5528	6467	6778
Override (CRI and CA calculations due to retirement, leaving AcqDemo, promotions)	Data Not Captured	45	68	67	74	105	160	179 / 252
Retained Pay (50% of GPI, no CRI, CA dependent on OCS)	6	4	8	7	12	5	6	3

Rail Zone Positions

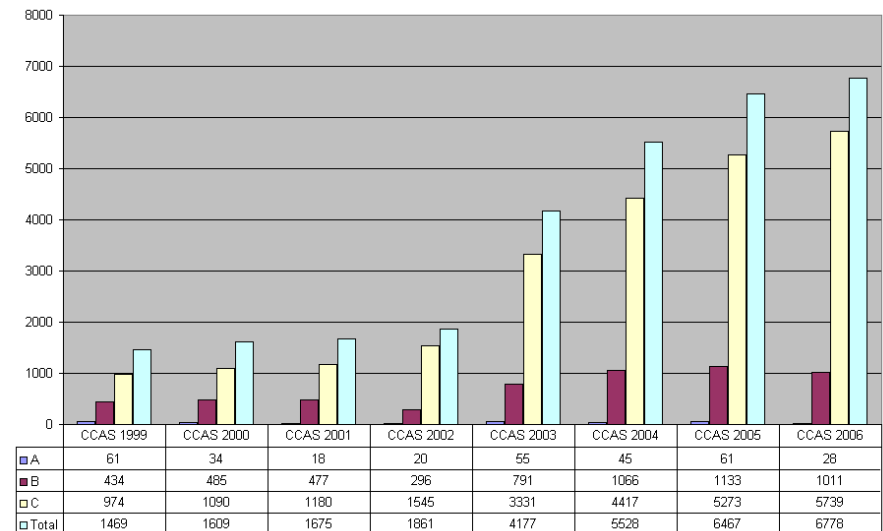
Rail Zone	1999	Percent	2000	Percent	2001	Percent	Rail Zone	2002	Percent	2003	Percent	2004	Percent	2005	Percent	2006	Percent
A [Above the Upper Rail]	61	4.15%	34	2.11%	18	1.07%	A [Above the Upper Rail]	20	1.07%	55	1.32%	45	0.81%	61	0.94%	28	0.41%
B [Below the Lower Rail]	434	29.54%	485	30.14%	477	28.48%	B [Below the Lower Rail]	296	15.91%	791	18.94%	1066	19.28%	1133	17.52%	1011	14.92%
C [Between the Rails]	974	66.30%	1090	67.74%	1180	70.45%	C1 (Between UR and SPL)	602	32.35%	1147	27.46%	1260	22.79%	1337	20.67%	1411	20.82%
							C2 (Between SPL and LR)	943	50.67%	2184	52.29%	3157	57.11%	3936	60.86%	4328	63.85%
Total	1469	100.00%	1609	100.00%	1675	100.00%	Total	1861	100.00%	4177	100.00%	5528	100.00%	6467	100.00%	6778	100.00%

Retained Pay (A - Above the Upper Rail)	6	4	8	Retained Pay (A - Above the Upper Rail)	7	2	2	3 of 6	1 of 3
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Rail Positions By Percent



Rail Positions By Number of Employees



Funding Level - General Pay Increase (GPI)

Funding Level	1999 for 2000	2000 for CY2001	2001 for CY2002	2002 for CY2003	2003 for CY2004	2004 for CY2005	2005 for CY2006	2006 for CY2007	Difference between CY2006 & CY2007
General Pay Increase	3.80%	2.70%	3.60%	3.10%	2.70%	2.50%	2.10%	1.70%	-0.40%
Number of Pay Pools [Gave Full GPI]	16	13	15	21	50	49	49	56	7
Number of Pay Pools [Reduced GPI]	5	2	2	0	4	6	6	0	-6
Number of Pay Pools [Denied GPI]	2	8	8	5	3	7	7	7	0
Locality Pay	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	All Employees Received	No Change
Contribution Rating Increase (Minimum Funding Level)	2.40%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	No Change
Award (Minimum Funding Level)	1.3% of which 90% or 1.17% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	1.0% of which 90% or 0.90% is for CA	No Change
Target Salary	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	Upper Rail	No Change

Funding Levels for CRI and CA

Organization	Pay Pool #	1999 CRI%	1999 Awd%	2000 CRI%	2000 Awd%	2001 CRI%	2001 Awd%	2002 CRI%	2002 Awd%	2003 CRI%	2003 Awd%	2004 CRI%	2004 Awd%	2005 CRI%	2005 Awd%	2006 CRI%	2006 Awd%		2003 CRI%	2003 Awd%	2004 CRI%	2004 Awd%	2005 CRI%	2005 Awd%	2006 CRI%	2006 Awd%	
ACA CCE	101	2.8	1.44	2.80	1.44	2.80	2.20	2.80	2.20	3.00	2.30	3.30	2.50	3.30	2.50	3.3766	2.588	ASC PEO CS/CCSS	137	2.50	3.49	2.50	3.55	2.10	3.10	2.02652	4.50
ATEC	102	2.4	1.80	2.00	1.80	3.80	2.03	3.00	2.00	2.50	2.00	2.50	2.00	2.50	2.00	3.10	2.63	ATEC DTC	138	2.50	2.00	2.50	2.00	2.50	2.00	3.10	2.63
PEO EIS	103	2.4	2.88	2.40	2.70	2.20	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	2.50	ATEC OTC	139	2.50	2.00	2.50	2.03	2.50	2.16	3.10	2.78959
SAAL-ZP/CSA	104	2.4	1.17	2.00	0.90	2.00	1.00											AMSAA CCAD	140	3.00	2.30	3.00	2.30	3.00	2.47	3.00	2.30
ATEC AEC	105	2.4	1.80	2.07	2.26	3.00	2.00	3.00	2.04	2.50	2.00	2.88	2.00	3.20	1.85	3.754	2.63	AMSAA CSAD	141	3.00	2.30	3.00	2.30	3.00	2.47	3.00	2.30
Army G8 (ADO)	106	3.0	2.70	3.00	2.70	3.00	3.33	3.00	3.33	3.00	3.33	3.00	3.33	3.00	3.00	3.00	3.50	AMSAA LAD	142	3.00	2.30	3.00	2.30	3.00	2.47	3.00	2.30
CCK	107	2.4	1.17	2.40	1.05	3.20	2.00	3.60	1.00	3.60	2.00	5.00	1.00	5.00	1.00	5.00	1.00	AMSAA JTCG	143	3.00	2.76	3.00	2.86	3.00	2.61	3.00	2.30
ATEC OEC	108	2.4	1.80															AMSAA SOD	144	3.00	2.30	3.00	2.30	3.00	2.47	3.00	2.30
SAAL-ZR	109	2.4	1.17															AMSAA Chiefs	145	3.00	2.55	3.00	2.55	3.50	2.47	3.00	2.54
PEO CBD (JPOBD)	110	3.326	1.80	3.00	1.80	3.30	2.20	3.34	2.23	3.38	2.51	3.44	2.29	4.21	1.11	3.525	2.61111	ACA South Region	146	3.00	2.30	3.30	2.50	3.30	2.50	3.30	2.50
MTAQ	111	2.4	1.17	4.00	3.49	4.99	2.50	4.99	2.50	5.00	2.53	2.50	3.50	3.10	2.10	3.50	3.00	AMSAA MAD	147			3.00	2.30	3.00	2.47	3.00	2.30
ASA ALT	112	2.4	1.17	2.00	0.90	2.80	1.44	2.80	2.20	3.00	2.30	3.31	2.52	3.30	2.50	3.30	2.50	AMSAA RIA	148							3.00	2.30
PEO C3T	113	2.4	1.80	2.40	2.12	3.00	2.50	2.00	2.50	4.00	2.50	4.00	2.50	5.00	2.50	3.00	2.50	AMCOM TMDE	150	2.64	1.67	3.26	2.49	4.00	3.00	4.00	3.00
PEO GCS-P/Ammo	114	2.5	3.00	2.00	2.70	2.00	3.00	2.00	3.02	2.00	3.00	2.04	3.00	2.00	3.00	2.00	3.00	AMCOM CIC	151	2.82	1.78	2.90	2.19				
PEO CIO	119	2.4	2.07	3.00	2.97	6.00	3.70	6.00	3.70	4.00	2.00	2.00	1.50	2.50	2.50	2.50	2.50	AMCOM LAISO	152	3.37	2.34	4.15	3.34	4.00	3.00	4.00	3.00
PEO GCS-WV	120	2.5	3.27	2.00	3.15	2.00	3.54	2.00	3.63	2.00	3.52	2.54	3.00	2.26	3.10	2.00	4.50	AMCOM IMMC	153	2.85	1.77	3.18	2.42	4.00	3.00	4.0305	3.00
PEO IEWS	121	2.4	1.35	4.00	2.70	4.00	2.50	4.00	2.50	4.00	2.50	4.00	2.50	4.00	2.50	4.00	2.50	AMCOM AcqCtr	154	2.73	1.74	3.77	2.92	4.00	3.00	4.00	3.00
SAAL-ZC	122	2.4	1.17															AMCOM CmdStaff	155	2.61	1.64	3.16	2.41	4.00	3.00	4.035	3.081
SAAL-ZT	123	2.4	1.17	2.00	0.90	2.80	1.44	2.80	2.20									AMCOM SAMD	156	2.40	1.50	3.02	2.28	4.00	3.00	4.00	3.00
SAAL-ZS	124	2.4	1.17	2.00	0.90	2.80	1.44	2.80	2.20									AMCOM IG	157	2.40	1.50	2.90	2.19	4.00	3.00	4.00	3.00
SAAL-ZD	125	2.4	1.17	2.19	0.99	3.42	1.76											AMCOM SOD	158			2.99	2.27	4.00	3.00	4.00	3.00
MEDCOM	126	12.0	1.62	12.00	1.35	10.00	1.50	5.00	1.50	5.00	1.50	5.00	2.00	4.00	2.00	3.00	1.50	AMCOM G Staff	159					4.00	3.00	4.00	3.00
RDAISA	127	2.4	1.17	2.50	2.88	3.50	2.50	3.50	2.50									PEO STRI	160	2.47	1.30	2.15	2.22	2.10	2.00	2.30255	2.00
SAAL-ZL	128			2.00	0.90	2.80	1.44											PEO Soldier	161			10.00	5.00	3.50	2.50	2.138	3.90
DDACM/ASC	129			2.40	1.17	3.40	3.00	3.40	3.00	3.53	2.34	3.30	2.50	3.31	2.51	3.31528	2.51146	PEO MS	162					4.06	3.05	4.00	3.3334
MTAQ Supr	130			4.00	3.49	10.00	4.10	10.00	3.50	6.50	3.59	5.00	3.00	4.00	3.75	4.0	3.74653	GMD	163					4.54	3.20		
OF-TF	131					2.97	1.00	3.00	2.00	5.00	2.00	3.30	2.50					THAAD	164					4.11	3.17	3.219	3.12
PM FCS	132					2.40	4.00	2.00	3.00									PEO ASMD	165	2.40	2.00	3.50	3.00				
PM JSIMS	133							4.05	3.27	4.05	3.27	3.30	2.50					ASC PEO C3T (Supv)	166							3.00	5.50
PEO Aviation	134							2.40	1.30	2.80	3.00	3.50	3.00	4.00	3.00	4.00	3.00	PM UA	167					2.71	3.89	3.50	5.00
ACA HQ	135							2.00	1.00	3.00	2.30	3.30	2.50	3.30	2.50	3.30	2.50	ASC PCO	168					3.87	2.47	3.30	2.50
OAA DOL	136							2.80	2.20	2.80	2.20	3.30	2.50	2.00	1.10			ASC PM Arrow	169					4.00	3.00	6.00	5.00
																		ARDEC BW&ETD	170			2.40	3.00	2.40	3.00	2.40	3.00
Average		2.91	1.70	2.96	1.97	3.69	2.34	3.41	2.42	3.51	2.51	3.10	2.63	3.12	2.70	3.11	2.94	ARDEC HQ/TD/ASCO	180	2.51	3.10	2.40	3.00	2.40	3.00		
																		ARDEC	181	2.57	2.89	2.40	3.00	2.40	3.00	2.40	3.00
																		ARDEC Fuze	182	2.71	2.89	2.76	3.00	2.40	3.00	2.40	3.00
																		ARDEC WECAC	183	2.40	2.89						
																		ARDEC CCAC	184	2.40	2.89	2.40	3.00	2.40	3.00	2.40	3.00
																		ARDEC QED	185	2.40	2.89	2.40	3.00	2.40	3.00	2.40	3.00
																		ARDEC RMD	186	2.58	3.10						
																		ARDEC Benet	187	2.40	2.89	2.40	3.00	2.40	3.00	2.40	3.00
																		ARDEC A&C	188	2.40	2.60	2.40	3.00	2.40	3.00	2.40	3.00
																		ARDEC FCS&TD	189			3.00	3.00	2.98	3.00	3.00713	3.00
																		TACOM Chiefs	190			2.49	2.62	2.00	3.00	2.31	3.00
																		TACOM TARDEC	191			2.00	3.29	2.17	2.89	2.09617	3.00
																		TACOM Legal	192			2.40	2.60	2.00	3.00	2.00	3.00
																		TACOM AcqCtr (W)	193			2.40	2.89	2.40	2.89	2.00	2.889
																		TACOM CBO	194			2.40	2.74	2.03	3.30	2.20	3.334
																		TACOM IG	195			2.40	2.60	2.00	3.00	2.00	3.00
																		TACOM CmdGp DCG	196			2.40	2.60	2.00	3.00	2.00	3.00
																		Average for 1st CCAS Cycle		2.59	2.21						
																		Army Average		2.99	2.36	3.10	2.63	3.12	2.70	3.11	2.94

See Slides 9 and 10 for NSPS Pay Pool Funding Guidance and Slides 11 and 12 for pay pools' historical spending for CRI and CA.

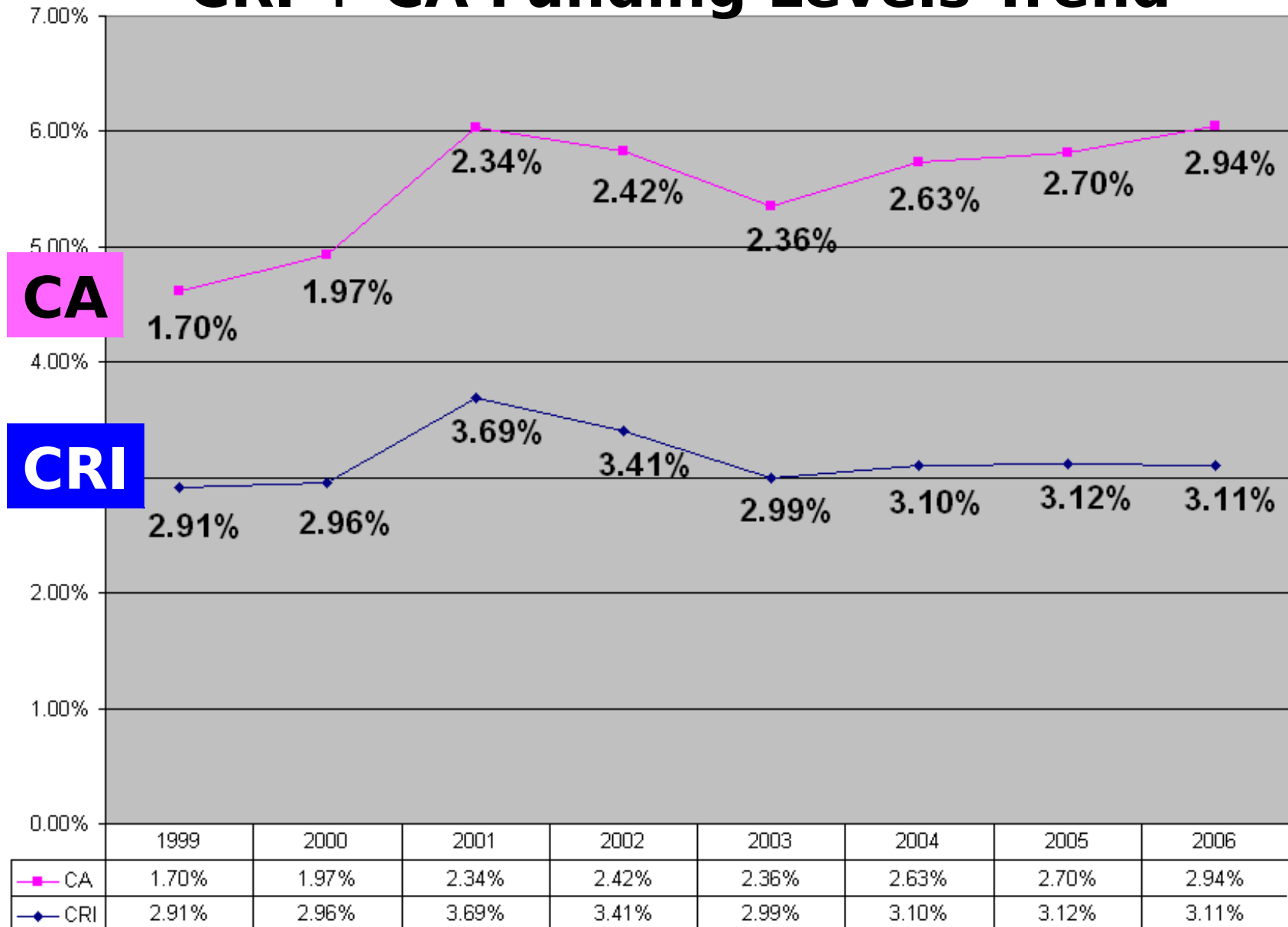
Average for for Pay Pools with more than one CCAS cycle.

Average for Pay Pools with more than one CCAS cycle.

See Slides 9 and 10 for NSPS Pay Pool Funding Guidance and Slides 11 and 12 for pay pools' historical spending for CRI and CA.

Converted to AcqDemo July 27, 2003 [not eligible for 2003 CCAS rating, received full G]

CRI + CA Funding Levels Trend



NSPS Pay Pool Funding [1 of 4]

Element 1 - Performance-based Salary Increase

Please note the key word in determining Element 1 funding level. The key word is “spending”, not “funding”. In AcqDemo CCAS term, the “Approved CRI” was what was distributed to the employees.

Slide 7 has the AcqDemo pay pools’ historical funding levels for CRI and CA. The historical spending rates are at Slides 11 and 12.

NSPS Pay Pool Funding - Reference: DRAFT Army Spiral 1.1, 1.2, and 1.3 Interim Guidance for January 2008 Pay Pool Funding, dated February 12, 2007.

- **DETERMINING ELEMENT ONE HISTORICAL SPENDING:**
 - **Element 1 Pay Pool Funding Floor:** Under NSPS, the Department of Army must, in the aggregate, apply 2.26% of base salary to Element One Pay Pool Funding. Element One funds are pay pool funds paid out as an increase to base pay during the pay pool process. Element One, is one of three pay pool funding elements.
 - **Determining Element 1 Historical Averages for Demonstration Projects:** It is relatively simple to determine the historical spending of Element 1 spending averages for demonstration project organizations currently covered by pay pools. Identify the sum of the actual pay increases that occurred during your pay pool payout and divide that number by the aggregate salary of employees at the beginning of the year. Do not count Element 1 or pay increase funds that rolled over to and were paid out as bonuses. Such payments will not be credited toward meeting the floor under NSPS. **See Slides 11 and 12 for AcqDemo pay pool historical spending.**
 - **Pro-Rating Element 1 Funding Floor:** The 2.26% Element 1 funding floor assigned to each Army Command and equivalent organization may be pro-rated to reflect shortened performance cycles [See Slide 4 of Appendix A]. Pro-rating is often necessary to stay within civilian pay funding limits. This is because organizations will be paying General Schedule Element 1 bills for WIGIs and In-Band Promotions for that part of the fiscal year during which they are not covered by NSPS. **Not applicable for former Army AcqDemo pay pools.**
 - **Funding Above the Element 1 Floor:** Army Commands and equivalent organizations may authorize and/or delegate to the Performance Review Authority or Pay Pool Manager level authorization to allocate additional funds, when available to any element of the Pay Pool Fund. **NOTE: 2.26% must be paid out as performance-based salary increases.**

NSPS Pay Pool Funding [2 of 4]

Element 2 and Element 3 - Performance-based Awards

NSPS Pay Pool Funding - Reference: DRAFT Army Spiral 1.1, 1.2, and 1.3 Interim Guidance for January 2008 Pay Pool Funding, dated February 12, 2007.

- **ELEMENT TWO (2) PAY POOL FUNDS** - Under NSPS, the Secretary of Defense has the authority to determine what amount of the Government-wide general pay increase (January pay adjustment) will be allocated to rate range adjustments and local market supplements and to apply any remaining amount to the NSPS performance pay pool. Any amount applied to the pay pool from the January pay adjustment is considered Element 2 funds. Element 2 funds may be paid out as either an increase to base salary or a bonus. The Secretary of Defense may also decide not to apply any of the Government-wide general pay increase to Element 2 pay pool funds as was the case in January 2007.
- **DETERMINING ELEMENT 3 PAY POOL FUNDS**
 - **Determining Amount of Element 3 Funding:** There is neither a DoD or Army-wide funding floor nor limit for Element 3 Pay Pool Funding. Army Commands and equivalent organizations may establish Element 3 funding guidance (floors, limits, ranges) for their organizations or delegate this authority to the Performance Review Authority or Pay Pool Manager level. The amount of funding applied to Element 3 may be determined based on historical funding for performance awards under TAPES (minus QSI's), if affordable, or based upon the percent of base salary programmed for performance awards for the fiscal year of their first pay pool payout. **See Slide 7 for AcqDemo pay pool historical funding and Slides 11 and 12 for historical spending.**
 - **Pro-Rating Element 3 Funds:** The last TAPES performance payout will have occurred in the fall of 2006 (i.e., at the beginning of FY 07). The first spiral 1.2 and 1.3 payout will be made with FY 08 dollars. Since there is no TAPES closeout bill for Spiral 1.2 and 1.3 organizations during FY 08, pro rating of Element 3 pay pool funds is not required and may result in disadvantaging employees in the organization. **No pro-rating for former Army AcqDemo pay pools.**

Historical Spending Rates [3 of 4]

Two-Year Average (2005 and 2006)				Three-Year Average (2004-2005-2006)			
Organization	Pay Pool	Element 1 Performance- Based Pay Increase Based on 2005 and 2006	Element 3 Performance- Based Bonuses Based on 2005 and 2006	Organization	Pay Pool	Element 1 Performance- Based Pay Increase Based on 2004, 2005 and 2006	Element 3 Performance- Based Bonuses e Based on 2004, 2005 and 2006
ACA CCE	101	2.46%	3.16%	ACA CCE	101	2.53%	3.03%
ATEC HQ	102	2.33%	2.65%	ATEC HQ	102	2.27%	2.58%
ASC PEO EIS	103	1.76%	3.00%	ASC PEO EIS	103	1.84%	2.93%
ATEC AEC	105	3.14%	2.72%	ATEC AEC	105	2.97%	2.66%
ASC G-8 FD DIO	106	1.81%	3.89%	ASC G-8 FD DIO	106	1.91%	3.87%
ACA CCK	107	3.70%	2.31%	ACA CCK	107	3.97%	2.16%
ASC JPEO CBD	110	2.83%	2.68%	ASC JPEO CBD	110	2.87%	2.62%
SDDC SDAQ	111	1.99%	3.56%	SDDC SDAQ	111	1.88%	3.66%
ASA ALT	112	2.34%	3.24%	ASA ALT	112	2.41%	3.16%
ASC PEO C3T (NonSupervisory)	113	2.90%	3.28%	ASC PEO C3T	113	2.95%	3.20%
ASC PEO AMMO	114	1.77%	2.96%	ASC PEO AMMO	114	1.77%	2.96%
PEO CIO	119	1.77%	3.10%	PEO CIO	119	1.47%	2.90%
ASC PEO GCS	120	1.89%	3.74%	ASC PEO GCS	120	2.06%	3.45%
PEO IEWS	121	2.40%	3.79%	PEO IEWS	121	2.50%	3.71%
MEDCOM HCAA	126	2.48%	2.58%	MEDCOM HCAA	126	2.89%	2.78%
ASC HQ	129	2.52%	3.10%	ASC HQ	129	2.58%	3.07%
SDDC SDAQ SUPR	130	2.86%	4.10%	SDDC SDAQ SUPR	130	3.31%	3.91%
ASC PEO AV	134	3.14%	3.50%	ASC PEO AV	134	3.08%	3.39%
ACA HQ	135	2.86%	2.67%	ACA HQ	135	2.89%	2.68%
OAA DOL	136	1.76%	2.74%	OAA DOL	136	2.05%	2.74%
ASC PEO CS CSS	137	1.94%	3.27%	ASC PEO CS CSS	137	2.04%	3.39%
ATEC DTC	138	1.94%	3.06%	ATEC DTC	138	1.95%	2.87%
ATEC OTC	139	1.89%	2.78%	ATEC OTC	139	2.01%	2.61%
RDECOM AMSAA	140	2.27%	2.90%	RDECOM AMSAA	140	2.36%	2.77%
RDECOM AMSAA	141	2.49%	2.70%	RDECOM AMSAA	141	2.55%	2.56%
RDECOM AMSAA	142	2.64%	2.55%	RDECOM AMSAA	142	2.70%	2.44%
RDECOM AMSAA	143	2.54%	2.69%	RDECOM AMSAA	143	2.60%	2.73%
RDECOM AMSAA	144	2.10%	2.99%	RDECOM AMSAA	144	2.26%	2.75%
RDECOM AMSAA	145	2.87%	2.81%	RDECOM AMSAA	145	2.58%	2.98%
ACA SR	146	2.61%	2.43%	ACA SR	146	2.86%	2.39%
RDECOM AMSAA	147	1.65%	3.13%	RDECOM AMSAA	147	1.96%	2.92%
Army Average		2.57%	2.96%			2.45%	3.09%

Historical Spending Rates [4 of 4]

Two-Year Average (2005 and 2006)				Three-Year Average (2004-2005-2006)			
Organization	Pay Pool	Element 1 Performance- Based Pay Increase Based on 2005 and 2006	Element 3 Performance- Based Bonuses Based on 2005 and 2006	Organization	Pay Pool	Element 1 Performance- Based Pay Increase Based on 2004, 2005 and 2006	Element 3 Performance- Based Bonuses e Based on 2004, 2005 and 2006
AMCOM TMDE	150	3.34%	3.36%	AMCOM TMDE	150	3.12%	3.17%
AMCOM	151			AMCOM	151		
AMCOM LAISO	152	3.51%	3.29%	AMCOM LAISO	152	3.73%	3.20%
AMCOM IMMC	153	3.15%	3.51%	AMCOM IMMC	153	2.91%	3.27%
AMCOM ACQ	154	3.31%	3.41%	AMCOM ACQ	154	3.30%	3.32%
AMCOM CMD GP	155	2.67%	4.18%	AMCOM CMD GP	155	2.38%	3.96%
AMCOM SAMD	156	3.16%	3.54%	AMCOM SAMD	156	2.91%	3.23%
AMCOM IG	157	1.76%	4.94%	AMCOM IG	157	1.55%	4.18%
AMCOM SOD	158	2.82%	3.86%	AMCOM SOD	158	2.63%	3.33%
AMCOM G STAFF	159	2.98%	3.63%	AMCOM G STAFF	159	1.98%	2.42%
ASC PEO STRI	160	1.71%	2.29%	ASC PEO STRI	160	1.71%	2.35%
ASC PEO SOLDIER	161	1.99%	3.69%	ASC PEO SOLDIER	161	4.01%	4.61%
ASC PEO M&S	162	3.33%	3.58%	ASC PEO M&S	162	2.22%	2.39%
MDA GMD	163	1.84%	1.77%	MDA GMD	163	1.23%	1.18%
MDA THAAD	164	3.04%	3.32%	MDA THAAD	164	2.03%	2.21%
ASC PEO ASMD	165	0.00%	0.00%	ASC PEO ASMD	165	0.90%	1.14%
ASC PEO C3T (Supervisory)	166	0.97%	3.01%	ASC PEO C3T (Supervisory)	166	0.64%	2.01%
ASC PM UA	167	2.84%	4.23%	ASC PM UA	167	1.89%	2.82%
ASC PCO	168	3.22%	2.80%	ASC PCO	168	2.15%	1.87%
ASC PM ARROW	169	3.98%	4.56%	ASC PM ARROW	169	2.65%	3.04%
RDECOM ARDEC AEE	170	1.93%	3.24%	RDECOM ARDEC AEE	170	2.07%	3.20%
REDCOM ARDEC AO	180			REDCOM ARDEC AO	180		
RDECOM ARDEC ASIC	181	2.08%	3.05%	RDECOM ARDEC ASIC	181	2.18%	3.00%
RDECOM ARDEC AEP-S	182	1.67%	3.44%	RDECOM ARDEC AEP-S	182	1.94%	3.41%
RDECOM ARDEC EM	184	2.19%	2.91%	RDECOM ARDEC EM	184	2.25%	2.91%
RDECOM ARDEC QES-A	185	2.05%	3.05%	RDECOM ARDEC QES-A	185	2.09%	3.01%
RDECOM ARDEC AEW	187	2.06%	3.01%	RDECOM ARDEC AEW	187	2.10%	2.97%
RDECOM ARDEC AEM-L	188	2.20%	2.91%	RDECOM ARDEC AEM-L	188	2.23%	2.89%
RDECOM ARDEC FCS&TD	189	2.67%	3.30%	RDECOM ARDEC FCS&TD	189	2.86%	3.21%
TACOM CHIEFS	190	1.93%	2.84%	TACOM CHIEFS	190	2.04%	2.76%
TARDEC	191	1.80%	2.92%	TARDEC	191	1.68%	3.15%
TACOM LEGAL	192	1.97%	2.80%	TACOM LEGAL	192	2.06%	2.75%
TACOM ACQCTR	193	1.75%	3.04%	TACOM ACQCTR	193	1.87%	2.99%
TACOM ILSC	194	1.85%	3.24%	TACOM ILSC	194	1.96%	3.06%
TACOM IG	195	1.24%	3.74%	TACOM IG	195	1.63%	3.28%
TACOM CMD GP	196	1.47%	3.29%	TACOM CMD GP	196	1.67%	3.12%
Army Average		2.57%	2.96%			2.45%	3.09%

Affect on Pay Pool Base Pay [1 of 2]

Army		CY1999 Base Pay w/Buy-In	CY2000 CCAS1999	Increase from 1999 Buy-In Less G	CY2000 Base Pay	CY2001 CCAS2000	Increase from Beginning of CY Less G	CY2001 Base Pay	CY2002 CCAS2001	Increase from Beginning of CY Less G	CY2002 Base Pay	CY2003 CCAS2002	Increase from Beginning of CY Less G	CY2003 Base Pay	CY2004 CCAS 2003	Increase from Beginning of CY Less G	CY2004 Base Pay	New Base Pay 2005	Increase from Beginning of CY Less G	CY2005 Base Pay	New Base Pay 2006	Increase from Beginning of CY Less G	CY2006 Base Pay	New Base Pay 2007	Increase from Beginning of CY Less G		
ACA CCE	101	\$ 8,478,952	\$ 9,023,692	2.62%	\$ 8,878,795	\$ 9,347,892	2.58%	\$ 8,244,656	\$ 8,740,308	2.41%	\$ 6,446,510	\$ 6,798,209	1.86%	\$6,556,636	\$6,802,787	2.25%	\$ 6,235,855	\$ 6,555,813	2.63%	5709393	5962722	2.34%	6550345	6825463	2.50%		
ATEC HQ	102	\$ 4,122,042	\$ 4,377,405	2.40%	\$ 6,660,622	\$ 6,970,532	1.95%	\$ 7,344,337	\$ 7,880,153	3.70%	\$ 8,238,752	\$ 8,727,970	2.34%	\$9,720,446	\$10,075,420	2.15%	\$ 11,242,754	\$ 11,753,100	2.04%	12419799	12937460	2.07%	13364258	13927055	2.51%		
PEO BIS	103	\$ 7,816,975	\$ 8,265,557	1.94%	\$ 9,562,824	\$ 10,003,926	1.91%	\$ 10,024,360	\$ 10,562,158	1.76%	\$ 11,102,988	\$ 11,656,638	1.39%	\$26,342,819	\$27,254,188	1.96%	\$ 32,747,974	\$ 34,191,844	1.91%	37912719	39367141	1.74%	40648101	42034427	1.71%		
SAAL-ZP/CSA	104	\$ 3,302,884	\$ 3,490,575	1.88%	\$ 3,865,138	\$ 4,026,128	1.47%	\$ 3,804,288	\$ 3,997,359	1.48%																	
ATEC AEC	105	\$ 4,955,920	\$ 5,249,665	2.13%	\$ 13,787,252	\$ 14,403,942	1.77%	\$ 15,664,102	\$ 16,597,733	2.36%	\$ 18,280,255	\$ 19,271,532	1.82%	\$ 22,774,885	\$ 23,562,445	1.96%	\$ 24,026,009	\$ 25,137,088	2.12%	26515536	27749825	2.55%	27381250	28635851	2.88%		
Army G8 (ADO)	106	\$ 879,418	\$ 933,674	2.37%	\$ 984,411	\$ 1,032,659	2.20%	\$ 944,117	\$ 992,545	1.53%	\$ 987,362	\$ 1,031,467	0.87%	\$ 874,519	\$ 905,126	2.00%	\$ 1,000,651	\$ 1,046,440	2.08%	954351	989900	1.62%	907533	940168	1.90%		
OCK	107	\$ 1,678,532	\$ 1,779,524	2.22%	\$ 2,200,119	\$ 2,311,199	2.35%	\$ 2,744,109	\$ 2,920,937	2.84%	\$ 2,596,457	\$ 2,758,953	2.66%	\$ 2,740,959	\$ 2,868,809	3.16%	\$ 3,242,954	\$ 3,460,191	4.20%	3373179	3583897	4.15%	3703029	3873497	2.90%		
ATEC OEC	108	\$ 7,598,714	\$ 8,056,767	2.23%																							
SAAL-ZR/DDACM	109	\$ 7,665,734	\$ 8,128,129	2.23%																							
PEO CBD (JPOBD)	110	\$ 851,901	\$ 908,439	2.84%	\$ 1,060,873	\$ 1,115,507	2.45%	\$ 1,014,091	\$ 1,079,512	2.85%	\$ 930,797	\$ 988,110	2.56%	\$ 2,151,618	\$ 2,237,159	2.48%	\$ 4,496,566	\$ 4,740,133	2.92%	5432967	5720849	3.20%	6364612	6625103	2.39%		
MTAQ	111	\$ 2,648,041	\$ 2,812,225	2.40%	\$ 2,537,887	\$ 2,700,510	3.71%	\$ 2,850,332	\$ 3,068,249	4.05%	\$ 2,930,873	\$ 3,140,776	3.56%	\$ 3,979,605	\$ 4,187,606	3.73%	\$ 3,793,908	\$ 3,950,192	1.62%	3801719	3951709	1.85%	3028923	3142053	2.03%		
ASA (ALT)	112	\$ 280,364	\$ 297,746	2.40%	\$ 1,897,149	\$ 1,979,883	1.65%	\$ 1,627,309	\$ 1,730,350	2.73%	\$ 3,563,434	\$ 3,752,305	1.70%	\$ 7,811,398	\$ 8,099,473	2.19%	\$ 8,331,482	\$ 8,745,863	2.47%	8508617	8877174	2.23%	9644979	10026137	2.25%		
PEO CST	113	\$ 6,802,420	\$ 7,184,138	1.81%	\$ 7,117,153	\$ 7,447,489	1.94%	\$ 7,550,506	\$ 7,973,357	2.00%	\$ 8,629,555	\$ 9,022,771	0.96%	\$ 21,785,779	\$ 22,805,696	3.18%	\$ 23,834,981	\$ 25,163,380	3.07%	28017385	29583297	3.49%	24837674	25822417	2.26%		
PEO GCS-P	114	\$ 5,977,551	\$ 6,341,680	2.29%	\$ 7,194,889	\$ 7,510,535	1.69%	\$ 7,315,345	\$ 7,698,415	1.64%	\$ 8,331,300	\$ 8,736,366	1.26%	\$ 12,066,224	\$ 12,464,972	1.80%	\$ 13,657,138	\$ 14,241,152	1.78%	12721525	13207455	1.72%	12764619	13206382	1.76%		
PEO IS	119	\$ 2,439,162	\$ 2,588,306	2.31%	\$ 2,851,762	\$ 3,008,135	2.78%	\$ 2,902,246	\$ 3,151,821	5.00%	\$ 3,359,710	\$ 3,598,845	3.52%	\$ 3,347,521	\$ 3,459,291	1.84%	\$ 3,242,022	\$ 3,348,930	0.80%	2276930	2358265	1.47%	2319374	2407456	2.10%		
PEO GCS-W	120	\$ 8,284,150	\$ 8,775,774	2.13%	\$ 8,599,413	\$ 8,957,954	1.47%	\$ 9,469,173	\$ 9,940,923	1.38%	\$ 10,022,528	\$ 10,474,767	0.91%	\$ 9,655,724	\$ 9,957,899	1.63%	\$ 13,353,650	\$ 13,998,165	2.33%	13491374	14038668	1.96%	16652184	17225729	1.74%		
PEO IEMS	121	\$ 7,191,926	\$ 7,615,522	2.09%	\$ 7,755,135	\$ 8,218,413	3.27%	\$ 8,619,155	\$ 9,183,875	2.95%	\$ 10,609,250	\$ 11,227,039	2.22%	\$ 10,326,306	\$ 10,751,226	2.61%	\$ 11,105,664	\$ 11,669,877	2.58%	12074766	12624250	2.45%	11508988	11969285	2.30%		
SAAL-ZC	122	\$ 230,219	\$ 244,492	2.40%																							
SAAL-ZT	123	\$ 955,046	\$ 1,011,051	2.06%	\$ 937,861	\$ 974,044	1.16%	\$ 925,973	\$ 980,159	2.25%	\$ 930,658	\$ 979,032	1.60%														
SAAL-ZS	124	\$ 578,676	\$ 611,453	1.86%	\$ 686,232	\$ 716,319	1.68%	\$ 596,037	\$ 632,719	2.55%	\$ 862,198	\$ 907,667	1.67%														
SAAL-ZD	125	\$ 656,085	\$ 694,883	2.11%	\$ 740,715	\$ 771,306	1.43%	\$ 1,026,017	\$ 1,087,051	2.35%																	
MEDCOM	126	\$ 799,234	\$ 918,384	11.1%	\$ 2,902,076	\$ 3,270,395	9.99%	\$ 3,953,835	\$ 4,338,731	6.13%	\$ 5,675,579	\$ 6,070,313	3.35%	\$ 7,669,997	\$ 8,062,569	3.62%	\$ 8,913,477	\$ 9,457,193	3.60%	9608563	10078177	2.79%	10254079	10642657	2.09%		
RDAISA	127	\$ 4,650,202	\$ 4,906,949	1.72%	\$ 4,663,640	\$ 4,895,248	2.27%	\$ 4,960,320	\$ 5,299,492	3.24%	\$ 5,490,456	\$ 5,837,647	2.72%														
SAAL-ZL	128				\$ 227,368	\$ 235,633	0.94%	\$ 235,633	\$ 245,648	0.65%																	
DDACM/ASC	129				\$ 6,744,248	\$ 7,065,992	2.07%	\$ 7,917,469	\$ 8,434,872	2.93%	\$ 8,588,942	\$ 9,084,305	2.17%	\$ 8,067,069	\$ 8,424,935	2.94%	\$ 8,745,023	\$ 9,187,155	2.56%	9108981	9523685	2.45%	8671615	9035533	2.50%		
MTAQ Supr	130				\$ 242,215	\$ 258,443	4.00%	\$ 317,876	\$ 361,107	10.0%	\$ 361,107	\$ 397,883	6.6%	\$ 568,828	\$ 603,214	4.55%	\$ 610,207	\$ 650,381	4.08%	736734	771554	2.63%	652597	682635	2.93%		
OF-TF	131							\$ 253,257	\$ 269,897	2.97%	\$ 580,386	\$ 614,819	2.33%	\$ 642,868	\$ 678,025	3.97%	\$ 180,798	\$ 191,285	3.30%								
PM FCS	132							\$ 608,802	\$ 645,121	2.40%	\$ 645,121	\$ 677,047	1.35%														
PM JSMS	133										\$ 1,083,235	\$ 1,157,641	3.27%	\$ 1,092,830	\$ 1,149,313	3.67%	\$ 207,157	\$ 216,582	2.05%								
PEO Aviation	134										\$ 5,416,967	\$ 5,692,985	1.50%	\$ 6,271,739	\$ 6,512,689	2.34%	\$ 26,174,150	\$ 27,591,414	2.91%	29578202	31141139	3.18%	31388578	32891727	3.09%		
ACA	135										\$ 2,590,737	\$ 2,712,065	1.08%	\$ 4,048,001	\$ 4,208,468	2.46%	\$ 4,708,854	\$ 4,960,551	2.85%	4620386	4847345	2.81%					
OAA DOL	136										\$ 1,798,975	\$ 1,894,323	1.70%	\$ 1,792,360	\$ 1,857,988	2.16%	\$ 1,913,594	\$ 2,009,540	2.51%	2051968	2130066	1.71%	5024820	5252077	2.82%		
		\$88,844,148	\$94,216,030		\$102,097,777	\$107,221,884		\$110,051,286	\$116,897,474		\$117,938,708	\$124,462,318		\$310,804,328	\$322,613,236		\$448,247,948	\$470,344,184		\$508,997,709	\$531,588,307		\$548,381,050	\$569,809,885			
		Total Increase	6.05%		Total Increase	5.02%		Total Increase	6.22%		Total Increase	5.53%		2003 Army Results	Total Increase	3.80%		Total Increase	4.93%		2005 Army Results	Total Increase	4.44%		2006 Army Results	Total Increase	3.91%
		GPI	3.80%		GPI	2.70%		GPI	3.60%		GPI	3.10%			Less GPI	1.50%			2.50%			Less GPI	2.10%			Less GPI	1.70%
		Net Increase	2.25%		Net Increase	2.32%		Net Increase	2.62%		Net Increase	2.43%			Net Increase	2.30%			2.43%			Net Increase	2.34%			Net Increase	2.21%

Affect on Pay Pool Base Pay [2 of 2]

Army		CY2003 Base Pay	CY2004 CCAS 2003	Increase from Beginning of CY Less G	CY2004 Base Pay	New Base Pay 2005	Increase from Beginning of CY Less G	CY2005 Base Pay	New Base Pay 2006	Increase from Beginning of CY Less G	CY2006 Base Pay	New Base Pay 2007	Increase from Beginning of CY Less G			
PEO CS/CS	137	\$ 8,713,817	\$ 9,020,576	2.02%	\$ 19,231,755	\$ 20,131,839	2.18%	21531348	22360514	1.75%	26389735	27295795	1.73%			
ATEC DTC	138	\$ 10,866,307	\$ 11,255,406	2.08%	\$ 11,904,061	\$ 12,432,467	1.94%	12519883	13002655	1.76%	13706970	14220505	2.05%			
ATEC OTC	139	\$ 10,959,527	\$ 11,375,603	2.30%	\$ 11,841,949	\$ 12,386,366	2.10%	13660959	14200792	1.85%	13810915	14338444	2.12%			
AMSAA CCAD	140	\$ 4,072,265	\$ 4,246,058	2.77%	\$ 4,437,909	\$ 4,660,577	2.52%	5004579	5233413	2.47%	5341345	5531819	1.87%			
AMSAA CSAD	141	\$ 3,313,158	\$ 3,459,725	2.92%	\$ 3,847,476	\$ 4,047,219	2.69%	4031050	4228455	2.80%	4066429	4218586	2.04%			
AMSAA LAD	142	\$ 4,217,146	\$ 4,400,888	2.86%	\$ 4,250,647	\$ 4,473,679	2.75%	4909254	5148460	2.77%	5240537	5440834	2.12%			
AMSAA JTCG	143	\$ 635,802	\$ 664,411	3.00%	\$ 807,702	\$ 849,341	2.66%	908756	953954	2.87%	1181373	1230004	2.42%			
AMSAA SOD	144	\$ 1,190,565	\$ 1,239,945	2.65%	\$ 1,230,032	\$ 1,292,666	2.59%	1339529	1400773	2.47%	1601217	1663244	2.17%			
AMSAA Chiefs	145	\$ 1,941,392	\$ 2,005,530	1.80%	\$ 2,419,132	\$ 2,524,748	1.87%	2686205	2803451	2.26%	2530006	2616114	1.70%			
ACA South Region	146	\$ 319,068	\$ 331,546	2.41%	\$ 404,576	\$ 428,028	3.30%	363072	382679	3.30%	382679	401816	3.30%			
AMSAA MAD	147				\$ 1,338,037	\$ 1,406,683	2.63%	1198608	1252924	2.43%	1338502	1389795	2.13%			
AMSAA RIA	148										584800	600008	0.90%			
AMCOM TMDE	150	\$ 2,440,623	\$ 2,531,422	2.22%	\$ 2,636,005	\$ 2,771,509	2.64%	2929492	3090998	3.41%	2809541	2948523	3.25%			
AMCOM CIC	151	\$ 1,024,176	\$ 1,068,430	2.82%	\$ 1,332,359	\$ 1,401,745	2.71%									
AMCOM LAISO	152	\$ 1,137,746	\$ 1,193,135	3.37%	\$ 1,251,711	\$ 1,334,923	4.15%	1481411	1567898	3.74%	1254910	1315995	3.17%			
AMCOM IMMC	153	\$ 10,451,620	\$ 10,865,891	2.46%	\$ 12,459,022	\$ 13,074,490	2.44%	12681312	13336919	3.24%	14040885	14708700	3.06%			
AMCOM AcqCtr	154	\$ 3,379,108	\$ 3,513,400	2.47%	\$ 3,131,140	\$ 3,311,009	3.24%	4326160	4560455	3.32%	4533527	4754850	3.18%			
AMCOM CmdStaff	155	\$ 5,643,944	\$ 5,811,438	1.47%	\$ 6,605,383	\$ 6,884,295	1.72%	2965405	3097685	2.36%	3684586	3849760	2.78%			
AMCOM SAMD	156	\$ 2,072,079	\$ 2,143,263	1.94%	\$ 2,185,131	\$ 2,292,097	2.40%	2269121	2392486	3.34%	2292543	2398753	2.93%			
AMCOM IG	157	\$ 807,954	\$ 833,721	1.69%	\$ 26,202,014	\$ 27,545,801	2.63%	792394	819297	1.30%	685557	710352	1.92%			
AMCOM SOD	158				\$ 2,153,627	\$ 2,258,380	2.36%	2362348	2477308	2.77%	2946269	3075157	2.67%			
AMCOM G Staff	159							5170837	5445257	3.21%	5805765	6062146	2.72%			
PEO STRI	160	\$ 28,392,205	\$ 29,384,667	2.00%	\$ 32,755,761	\$ 34,118,928	1.66%	37180284	38567492	1.63%	38144571	39461429	1.75%			
PEO Soldier	161				\$ 8,164,690	\$ 9,019,014	7.96%	9615419	10061512	2.54%	10015455	10331806	1.46%			
PEO MS	162							8033201	8463741	3.26%	8137420	8540732	3.26%			
GMD	163							4532775	4785353	3.47%						
THAAD	164							3349833	3540039	3.58%	2883140	3007901	2.63%			
PEO ASDM	165	\$ 3,655,628	\$ 3,777,964	1.84%	\$ 3,988,297	\$ 4,192,285	2.61%									
ASC PEO C3T (Supv)	166										7222529	7484760	1.93%			
PM UA	167							11743070	12284421	2.51%	15761643	16530186	3.18%			
ASC PCO	168							1058669	1121870	3.87%	1128515	1173075	2.25%			
PM Arrow	169							945972	995573	3.14%	700227	744570	4.63%			
ARDEC BWETD	170				\$ 2,361,126	\$ 2,467,443	2.00%	2549228	2649641	1.84%	2749263	2846304	1.83%			
ARDEC HQ/DTA/ASCO	180	\$ 3,246,310	\$ 3,362,365	2.07%	\$ 3,038,274	\$ 3,179,179	2.14%	3118794	3252201	2.18%						
ARDEC FSAC	181	\$ 4,911,740	\$ 5,084,616	2.02%	\$ 5,853,846	\$ 6,133,692	2.28%	7165065	7468328	2.13%	7608514	7887351	1.96%			
ARDEC FUZE	182	\$ 4,026,394	\$ 4,178,727	2.28%	\$ 4,354,841	\$ 4,554,319	2.08%	4603276	4769043	1.50%	4905424	5075972	1.78%			
AREDEC WECAC	183	\$ 4,226,462	\$ 4,373,590	1.98%												
ARDEC CCAC	184	\$ 4,043,211	\$ 4,196,497	2.29%	\$ 4,930,964	\$ 5,166,634	2.28%	5696597	5940148	2.18%	5354147	5561684	2.18%			
ARDEC QED	185	\$ 3,401,430	\$ 3,522,531	2.06%	\$ 2,782,352	\$ 2,910,855	2.12%	3146487	3277470	2.06%	3629706	3763286	1.98%			
ARDEC RMD	186	\$ 2,042,646	\$ 2,119,298	2.25%												
ARDEC Benet	187	\$ 8,269,190	\$ 8,568,257	2.12%	\$ 12,545,343	\$ 13,130,667	2.17%	12862941	13403774	2.10%	14047675	14569223	2.01%			
AcqCtr (P)	188	\$ 1,114,484	\$ 1,155,238	2.16%	\$ 4,424,938	\$ 4,634,241	2.23%	5408494	5643594	2.25%	6013553	6242992	2.12%			
ARDEC FCS&TD	189				\$ 3,913,462	\$ 4,108,588	2.49%	4223132	4408424	2.29%	4042458	4209487	2.43%			
TACOM Chiefs	190				\$ 5,827,162	\$ 6,102,795	2.23%	6160087	6394520	1.71%	6978559	7241812	2.07%			
TACOM TARDEC	191				\$ 4,131,326	\$ 4,290,715	1.36%	25791044	26801672	1.82%	33783704	34946553	1.74%			
TACOM Legal	192				\$ 1,259,629	\$ 1,317,429	2.09%	1324356	1376535	1.84%	1211524	1256352	2.00%			
TACOM AcqCtr (W)	193				\$ 5,497,081	\$ 5,746,406	2.04%	5777503	6012338	1.96%	7197052	7427186	1.50%			
TACOM CBO	194				\$ 9,527,326	\$ 9,972,202	2.17%	11223377	11653391	1.73%	15458752	16015463	1.90%			
TACOM IG	195				\$ 310,796	\$ 326,024	2.40%		339390	2.00%	254118	258225	-0.08%			
TACOM CmdGp DCG	196				\$ 1,146,198	\$ 1,198,637	2.08%	1135264	1176886	1.57%	1257272	1296484	1.42%			
Army		\$ 310,804,328	\$ 322,613,236		\$ 448,247,948	\$ 470,344,184		\$ 508,997,709	\$ 531,588,307		\$ 548,381,050	\$ 569,809,885				
		2003 Army Results	Total Increase	3.80%	2004 Army Results		Total Increase	4.93%	2005 Army Results		Total Increase	4.44%	2006 Army Results		Total Increase	3.91%
			Less GPI	1.50%			Less GPI	2.50%			Less GPI	2.10%			Less GPI	1.70%
			Net Increase	2.30%			Net Increase	2.43%			Net Increase	2.34%			Net Increase	2.21%

Results Against Funding Levels (GPI, CRI, CA)

Army	CCAS 1999	CCAS 2000	Difference between 1999 and 2000	CCAS 2001	Difference between 2000 and 2001	CCAS 2002	Difference between 2001 and 2002	CCAS 2003 Final G = 3.1%	Difference between 2002 and 2003	CCAS 2004 Final G = 2.7%	Difference between 2003 and 2004	CCAS 2005	Difference between 2004 and 2005	CCAS 2006	Difference between 2005 and 2006
Total Demo Employees	1,469	1,609	140	1675	66	1661	186	4177	2,316	5528	1,351	6467	939	6778	311
Base Salary	\$ 88,844,148	\$ 102,097,777	\$ 13,253,629	\$ 110,913,145	\$ 8,815,368	\$ 130,054,132	\$ 19,140,987	\$ 310,804,328	\$ 180,750,196	\$ 422,876,348	\$ 112,072,020	\$ 508,997,709	\$ 86,121,361	\$ 548,381,050	\$ 39,383,341
Positive Delta-Y	\$ 11,412,694	\$ 13,156,049	\$ 1,743,355	\$ 15,741,895	\$ 2,585,846	\$ 17,136,891	\$ 1,394,996	\$ 35,462,791	\$ 18,325,900	\$ 51,105,861	\$ 15,643,070	\$ 60,927,597	\$ 9,821,736	\$ 64,636,564	\$ 3,708,967
General Pay Increase	\$ 3,285,887	\$ 2,757,453	\$ (528,434)	\$ 3,987,191	\$ 1,229,738	\$ 4,008,030	\$ 20,839	\$ 4,639,362	\$ 631,332	\$ 10,537,842	\$ 5,898,480	\$ 10,667,162	\$ 129,320	\$ 9,306,955	\$ (1,360,207)
	3.8%	2.7%	-1.1%	3.6%	0.90%	3.10%	-0.50%	1.50%	-1.60%	2.50%	1.00%	2.10%	-0.40%	1.70%	-0.40%
Mandatory GPI (Retained Pay)	\$ 134,039	\$ 50,732	\$ (83,307)	\$ 35,367	\$ (15,365)	\$ 5,354	\$ (30,013)	\$ 6,594	\$ 1,240	\$ 4,267	\$ (2,327)	\$ -	\$ (4,267)	\$ -	\$ -
Discretionary GPI	\$ 49,859	\$ 20,976	\$ (28,883)	\$ 10,113	\$ (10,863)	\$ 11,573	\$ 1,460	\$ 47,711	\$ 36,138	\$ 52,905	\$ 5,194	\$ 65,313	\$ 12,408	\$ 18,571	\$ (46,742)
Carry Over to CRI	\$ 90,920	\$ 36,052	\$ (54,868)	\$ 25,254	\$ (10,798)	\$ 17,816	\$ (7,438)	\$ 15,535	\$ (2,281)	\$ 29,394	\$ 13,859	\$ 18,449	\$ -10,945	\$ 17,012	\$ (31,437)
Contribution Rating Increase	\$ 2,085,995	\$ 2,835,287	\$ 749,292	\$ 3,693,045	\$ 857,758	\$ 3,149,313	\$ (543,732)	\$ 7,169,546	\$ 4,020,233	\$ 10,247,099	\$ 3,077,553	\$ 11,923,439	\$ 1,676,340	\$ 12,121,880	\$ 198,441
	2.35%	2.94%	0.59%	3.36%	0.42%	2.58%	-0.78%	2.45%	-0.13%	2.52%	0.07%	2.44%	-0.08%	2.32%	-0.12%
Discretionary CRI	\$ 4,498	\$ 25,510	\$ 21,012	\$ 82,715	\$ 61,703	\$ 63	\$ (82,652)	\$ 175,401	\$ 175,338	\$ 268,833	\$ 93,432	\$ 487,617	\$ 218,784	\$ 641,221	\$ 153,604
Base Salary Increase (includes GPI and CRI)	\$ 94,216,030	\$ 107,221,884	\$ 13,005,854	\$ 117,803,552	\$ 10,581,668	\$ 137,211,475	\$ 19,407,923	\$ 322,613,236	\$ 185,401,761	\$ 443,661,289	\$ 121,048,053	\$ 531,588,307	\$ 87,927,018	\$ 569,809,885	\$ 38,221,578
	6.05%	5.02%	-1.03%	6.21%	1.19%	5.50%	-0.71%	3.80%	-1.70%	4.92%	1.12%	4.44%	-0.48%	3.91%	-0.53%
Carry Over to Award	\$ 248,147	\$ 435,306	\$ 187,159	\$ 764,575	\$ 329,269	\$ 789,873	\$ 25,298	\$ 1,759,348	\$ 969,475	\$ 2,538,658	\$ 779,310	\$ 3,321,546	\$ 782,888	\$ 3,829,560	\$ 508,014
Contribution Award	\$ 1,343,749	\$ 2,132,158	\$ 788,409	\$ 2,308,661	\$ 176,503	\$ 2,793,538	\$ 484,877	\$ 6,079,782	\$ 3,286,244	\$ 9,873,682	\$ 3,793,900	\$ 11,847,910	\$ 1,974,228	\$ 14,175,346	\$ 2,327,436
	1.51%	2.09%	0.58%	2.08%	-0.01%	2.15%	0.07%	1.96%	-0.19%	2.33%	0.38%	2.33%	-0.01%	2.57%	0.24%
Discretionary Award	\$ 347,727	\$ 85,302	\$ (262,425)	\$ 128,972	\$ 43,670	\$ 93,104	\$ (35,868)	\$ 391,321	\$ 298,217	\$ 117,040	\$ (274,281)	\$ 233,889	\$ 116,849	\$ 1,010,233	\$ 776,344
Total Award	\$ 1,939,623	\$ 2,652,766	\$ 713,143	\$ 3,200,555	\$ 547,789	\$ 3,674,023	\$ 473,468	\$ 8,227,558	\$ 4,553,535	\$ 12,526,352	\$ 4,298,794	\$ 15,398,739	\$ 2,872,387	\$ 18,420,995	\$ 3,022,256
	2.18%	2.60%	0.42%	2.89%	0.29%	2.82%	-0.06%	2.65%	-0.18%	2.96%	0.31%	3.03%	0.06%	3.29%	0.26%

Alpha 1 (CRI) and Alpha 2 (CA) [1 of 2]

(Percent of the Positive Delta Salary Employee Would Receive for CRI and CA)

Pay Pool	Pay Pool #	1999 Alpha 1 CRI	1999 Alpha 2 CA	2000 Alpha 1 CRI	2000 Alpha 2 CA	2001 Alpha 1 CRI	2001 Alpha 2 CA	2002 Alpha 1 CRI	2002 Alpha 2 CA	2003 Alpha 1 CRI	2003 Alpha 2 CA	2004 Alpha 1 CRI	2004 Alpha 2 CA	2005 Alpha 1 CRI	2005 Alpha 2 CA	2006 Alpha 1 CRI	2006 Alpha 2 CA
ACA CCE	101	26.03%	12.59%	25.42%	10.81%	22.85%	12.62%	20.57%	14.05%	20.95%	14.40%	31.68%	21.61%	29.12%	21.12%	100.00%	100.00%
ATEC	102	15.07%	0.00%	14.33%	12.52%	21.12%	12.54%	51.39%	28.62%	78.52%	56.02%	100.00%	79.68%	40.75%	29.35%	49.26%	37.62%
PEO EIS	103	19.52%	22.59%	18.53%	19.34%	17.86%	17.05%	18.46%	16.50%	20.91%	18.67%	20.66%	18.51%	20.35%	18.28%	19.43%	17.44%
SAAL-ZP/CSA	104	18.65%	7.80%	11.16%	5.02%	9.43%	4.25%										
ATEC AEC	105	24.61%	0.00%	36.97%	38.65%	50.07%	30.18%	55.33%	32.24%	50.67%	42.18%	60.39%	39.48%	54.35%	36.37%	62.13%	43.34%
Army G8 (ADO)	106	19.06%	15.81%	24.62%	25.15%	15.75%	15.28%	13.83%	13.83%	11.95%	11.95%	11.52%	11.52%	9.74%	8.77%	8.71%	9.14%
CCK	107	19.05%	6.59%	25.01%	10.59%	35.32%	14.91%	20.49%	4.85%	18.26%	8.98%	28.56%	5.10%	47.10%	8.48%	74.80%	12.26%
ATEC OEC	108	38.15%	0.00%														
SAAL-ZR	109	24.96%	11.19%														
PEO CBD (JPOBD)	110	18.23%	9.37%	16.96%	10.18%	16.22%	9.73%	12.69%	7.63%	19.04%	12.72%	23.32%	14.00%	29.19%	6.84%	26.48%	17.07%
MTAQ	111	29.45%	13.06%	39.03%	29.18%	48.75%	17.47%	35.58%	16.05%	39.31%	16.98%	23.91%	30.13%	26.26%	16.02%	25.38%	19.58%
ASA ALT	112	15.96%	7.78%	12.94%	5.82%	22.20%	8.81%	22.77%	16.10%	21.64%	14.84%	23.04%	15.71%	22.56%	15.39%	22.48%	15.33%
PEO C3T	113	15.70%	11.78%	36.54%	31.69%	20.77%	15.07%	15.53%	15.77%	28.58%	15.80%	28.16%	15.70%	40.69%	18.32%	27.41%	20.66%
PEO GCS-P/Ammo	114	16.80%	19.74%	12.43%	16.78%	12.56%	15.99%	12.96%	15.89%	24.19%	16.35%	12.10%	16.32%	13.55%	18.29%	13.98%	18.88%
PEO CIO	119	16.23%	12.67%	15.47%	14.87%	21.50%	11.10%	22.87%	12.07%	15.58%	7.01%	7.62%	5.05%	7.52%	6.77%	8.07%	7.27%
PEO GCS-WV	120	13.93%	17.62%	10.95%	16.50%	10.78%	17.06%	10.52%	16.68%	10.12%	16.02%	10.42%	14.06%	11.78%	16.09%	11.49%	23.34%
PEO IEWS	121	20.39%	10.43%	32.41%	21.58%	33.22%	18.66%	32.94%	18.53%	32.12%	18.07%	31.05%	17.47%	31.03%	17.46%	31.92%	17.96%
SAAL-ZC	122	19.31%	9.42%														
SAAL-ZT	123	11.26%	5.00%	11.14%	5.01%	36.45%	7.96%	32.68%	23.12%								
SAAL-ZS	124	9.30%	4.53%	8.09%	3.64%	17.76%	7.31%	21.77%	15.40%								
SAAL-ZD	125	32.96%	16.06%	20.57%	9.25%	31.81%	14.42%										
MEDCOM	126	33.55%	3.98%	51.53%	5.85%	72.91%	9.85%	42.79%	11.52%	51.72%	13.93%	51.93%	18.70%	47.22%	20.70%	35.72%	16.08%
RDAISA	127	27.50%	9.25%	17.33%	18.42%	28.40%	16.48%	33.65%	19.99%								
SAAL-ZL				5.29%	2.38%	10.76%	1.72%										
DDACM/ASC				19.55%	9.33%	27.38%	18.43%	28.30%	22.48%	27.96%	18.17%	27.34%	18.46%	28.78%	19.63%	28.81%	19.65%
MTAQ Supr				27.05%	23.61%	42.21%	13.63%	53.88%	16.98%	83.37%	17.71%	33.65%	18.17%	33.43%	24.25%	36.59%	22.85%
OF-TF						23.03%	6.98%	20.12%	12.07%	97.63%	28.87%	28.99%	19.77%				
PM FCS						35.09%	14.91%	23.92%	32.30%								
PM JSIMS								34.35%	22.86%	37.94%	24.98%	44.31%	30.22%				
PEO Aviation								15.07%	8.31%	15.34%	14.79%	23.31%	17.99%	27.49%	18.56%	27.06%	18.27%
ACA HQ								8.28%	3.73%	31.04%	12.28%	18.74%	12.78%	17.85%	12.17%	16.91%	11.53%
OAA DOL								15.36%	10.87%	16.28%	11.51%	20.81%	14.19%	27.25%	12.26%		
PEO CSCSS								Converted 10/06/02									
	Average	21.12%	9.88%	21.45%	15.05%	27.37%	13.30%	26.00%	16.48%	27.92%	16.60%	27.79%	19.42%	28.33%	20.05%	30.30%	22.41%

Alpha 1 (CRI) and Alpha 2 (CA) [2 of 2]

(Percent of the Positive Delta Salary Employee Would Receive for CRI and CA)

Pay Pool	Pay Pool #	2003 Alpha 1 CRI	2003 Alpha 2 CA	2004 Alpha 1 CRI	2004 Alpha 2 CA	2005 Alpha 1 CRI	2005 Alpha 2 CA	2006 Alpha 1 CRI	2006 Alpha 2 CA
PEO CS/CSS	137	25.11%	31.34%	21.19%	27.07%	15.12%	21.34%	14.59%	28.09%
ATEC DTC	138	59.15%	42.63%	93.35%	72.32%	100.00%	84.09%	96.42%	64.80%
ATEC OTC	139	48.83%	36.21%	64.72%	46.68%	100.00%	90.12%	100.00%	81.67%
AMSAA CCAD	140	25.87%	0.00%	32.19%	0.00%	33.43%	0.00%	33.16%	0.00%
AMSAA CSAD	141	28.53%	0.00%	27.73%	0.00%	27.61%	0.00%	33.08%	0.00%
AMSAA LAD	142	19.47%	0.00%	19.58%	0.00%	19.77%	0.00%	23.06%	0.00%
AMSAA JTCG	143	20.13%	0.00%	21.26%	0.00%	22.89%	0.00%	28.63%	0.00%
AMSAA SOD	144	21.53%	0.00%	24.08%	0.00%	23.32%	0.00%	23.98%	0.00%
AMSAA Chiefs	145	15.63%	0.00%	16.26%	0.00%	17.71%	0.00%	20.44%	0.00%
ACA South Region	146	33.02%	22.79%	41.03%	27.98%	40.08%	27.33%	18.91%	12.89%
AMSAA MAD	147			42.79%	0.00%	47.06%	0.00%	53.51%	0.00%
AMSAA RIA	148							28.29%	0.00%
AMCOM TMDE	150	16.87%	9.96%	21.85%	15.61%	34.89%	24.22%	28.55%	19.27%
AMCOM CIC	151	16.43%	9.32%	21.85%	14.86%				
AMCOM LAISO	152	27.65%	17.29%	34.35%	24.88%	42.93%	28.98%	35.35%	23.87%
AMCOM IMMC	153	20.11%	11.19%	21.00%	14.37%	24.88%	16.80%	29.61%	19.95%
AMCOM AcqCtr	154	24.18%	13.86%	38.62%	26.93%	32.60%	22.01%	31.07%	20.98%
AMCOM CmdStaff	155	16.27%	9.00%	23.78%	16.27%	25.20%	17.23%	27.30%	18.45%
AMCOM SAMD	156	18.25%	10.27%	22.38%	15.21%	28.72%	19.39%	29.69%	20.05%
AMCOM IG	157	16.58%	9.33%	18.79%	12.78%	40.94%	27.64%	39.68%	26.79%
AMCOM SOD	158			12.95%	8.84%	27.68%	18.69%	30.92%	20.88%
AMCOM G Staff	159					31.43%	21.22%	29.92%	20.20%
PEO STRI	160	23.74%	11.54%	19.87%	20.03%	20.69%	18.11%	22.30%	18.56%
PEO Soldier	161			48.01%	21.61%	19.59%	12.60%	11.89%	19.88%
PEO MS	162			Converted to AcqDemo October 2004		20.54%	13.87%	21.75%	16.31%
GMD	163					32.51%	19.36%		
THAAD	164					33.17%	22.39%	24.51%	22.12%
PEO ASMD	165	16.93%	12.70%	21.14%	16.17%				
ASC PEO C3T (S)	166							24.58%	42.72%
PM UA	167					13.00%	18.21%	19.12%	25.53%
ASC PCO	168					24.65%	14.59%	20.37%	13.19%
PM Arrow	169					32.46%	21.92%	50.67%	38.01%
ARDEC EWETD	170			29.32%	30.19%	29.82%	32.55%	25.68%	28.12%
ARDEC HQ/TD/ASCO	180	32.36%	34.06%	26.37%	28.03%	23.56%	25.81%		
ARDEC	181	21.92%	23.11%	24.74%	27.84%	21.73%	24.45%	20.82%	23.43%
ARDEC Fuze	182	18.41%	19.78%	22.42%	24.07%	19.42%	26.31%	24.22%	27.25%
ARDEC WECAC	183	24.51%	26.57%						
ARDEC CCAC	184	16.24%	17.60%	16.55%	18.63%	19.40%	21.83%	19.67%	22.14%
ARDEC QED	185	21.09%	22.86%	18.83%	21.18%	17.85%	20.10%	18.90%	21.26%
ARDEC RMD	186	25.79%	25.22%						
ARDEC Benet	187	16.38%	17.85%	18.71%	20.89%	21.02%	24.31%	25.30%	28.47%
ARDEC A&C	188	12.72%	12.41%	21.61%	24.31%	20.42%	22.97%	31.85%	35.84%
ARDEC FCS&TD	189			27.75%	31.23%	30.45%	34.00%	32.55%	35.49%
TACOM Chiefs	190			20.57%	19.50%	18.25%	24.64%	15.11%	20.36%
TACOM TARDEC	191	Converted to AcqDemo July 27, 2003 [not eligible for 2003 CCAS rating, received full G]		10.79%	14.68%	13.64%	18.49%	14.14%	19.66%
TACOM Legal	192			11.27%	10.99%	10.72%	14.47%	19.56%	26.40%
TACOM AcqCtr (VV)	193			18.47%	20.01%	18.38%	18.92%	18.57%	23.51%
TACOM CBO	194			18.10%	18.54%	15.44%	22.93%	16.08%	22.33%
TACOM CmdGp DCG	195			21.29%	20.76%	18.59%	25.11%	34.37%	36.21%
TACOM IG	196			18.08%	17.63%	15.47%	20.88%	14.18%	19.15%
Average		27.92%	16.60%	27.79%	19.42%	28.33%	20.05%	30.30%	22.41%

Overall Contribution Scores / Delta OCS [

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Organization	PP#	1999 OCS	1999 Expected OCS	1999 Delta OCS (SPL)	2000 OCS	2000 Expected OCS	2000 Delta OCS (SPL)	2001 OCS	2001 Expected OCS	2001 Delta OCS (SPL)	2002 OCS	2002 Expected OCS	2002 Delta OCS (SPL)	2003 OCS	2003 Expected OCS	2003 Delta OCS (SPL)	2004 OCS	2004 Expected OCS	2004 Delta OCS (SPL)	2005 OCS	2005 Expected Average	2005 Delta OCS (SPL) Average	2006 OCS	2006 Expected Average	2006 Delta OCS (SPL) Average
ACA CCE	101	62	61	1	64	63	1	66	64	2	69	67	2	72	69	3	71	70	1	72	70	2	76	74	2
ATEC	102	71	67	4	74	71	4	76	73	3	74	75	-1	74	76	-2	74	72	-2	77	78	-1	77	78	0
PEO EIS	103	79	77	2	81	78	3	80	78	2	81	78	3	77	75	2	77	75	2	78	76	2	79	77	2
SAAL-ZP/CSA	104	83	80	3	85	80	5	87	81	6															
ATEC AEC	105	79	78	1	77	78	-1	18	19	-1	78	79	-1	76	76	0	76	76	0	75	74	1	75	74	1
Army G8 (ADO)	106	77	75	3	80	78	2	82	78	4	84	79	5	88	80	7	89	81	8	91	82	8	94	84	11
CKK	107	64	60	3	66	63	3	66	63	3	67	62	5	67	61	6	67	63	4	64	63	1	65	66	0
ATEC OEC	108	76	77	-1																					
SAAL-ZR	109	77	76	1																					
PEO CBD (JPOBD)	110	82	78	5	81	77	4	83	77	6	85	78	8	86	82	4	83	80	3	85	82	3	85	83	3
MTAQ	111	65	65	1	68	66	2	71	69	2	72	70	1	72	70	2	72	70	2	72	70	2	75	72	3
ASA ALT	112	56	53	3	72	69	4	73	71	2	80	78	2	82	79	3	83	80	3	84	81	3	85	82	3
PEO C3T	113	90	86	4	85	86	0	89	86	3	87	84	2	81	78	3	82	79	3	82	80	2	79	78	2
PEO Ammo	114	89	86	3	90	86	4	90	87	4	90	86	4	92	88	4	92	88	4	92	88	3	92	89	3
PEO CIO	119	75	73	3	79	73	6	84	75	9	82	75	8	85	77	8	89	81	8	92	81	11	91	81	10
PEO GCS	120	80	76	4	81	77	5	83	78	5	84	78	5	85	80	5	84	79	5	84	79	4	82	78	4
PEO IEWS	121	79	77	2	79	77	2	81	80	2	81	79	2	81	79	2	80	78	2	81	79	2	83	81	2
SAAL-ZC	122	71	69	3																					
SAAL-ZT	123	88	82	6	93	89	4	81	81	0	85	85	1												
SAAL-ZS	124	72	65	7	75	67	8	71	68	3	74	71	3												
SAAL-ZD	125	77	77	0	82	81	1	80	79	1															
MEDCOM	126	54	43	12	61	55	6	61	59	3	61	59	2	62	61	1	61	60	1	60	60	0	60	60	0
RDAISA	127	69	67	3	71	67	4	68	66	2	68	67	2												
SAAL-ZL	128				94	82	12	95	83	12															
DDACM/ASC	129				77	75	2	77	75	3	79	76	2	78	76	2	79	77	2	78	76	2	80	78	2
MTAQ Supr	130				57	54	3	93	87	7	96	91	5	96	92	4	97	94	3	96	95	2	97	95	1
OF-TF	131							76	74	2	82	78	3	84	82	2	90	88	2						
PM FCS	132							85	84	2	85	85	0												
PM JSIMS	133										71	70	2	75	73	2	73	73	0						
PEO Aviation	134										93	89	4	94	90	5	78	75	3	80	77	3	81	78	3
ACA HQ	135										86	79	7	87	83	4	89	84	5	91	86	5	90	85	5
OAA DOL	136										58	54	4	59	55	4	63	59	4	59	60	-1	78	75	3

Average	75	71	3	77	74	3	77	73	3	79	76	3	82	79	3	79	77	2	82	80	2	83	81	2
Overall Army Averages													Overall Army Averages			Overall Army Averages			Overall Army Averages			Overall Army Averages		

Overall Contribution Scores / Delta OCS

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Organization	PP#	2003 OCS	2003 Expected OCS	2003 Delta OCS (SPL)	2004 OCS	2004 Expected OCS	2004 Delta OCS (SPL)	2005 OCS	2005 Expected Average	2005 Delta OCS (SPL) Average	2006 OCS	2006 Expected Average	2006 Delta OCS (SPL) Average
PEO CS/CSS	137	84	83	1	79	77	2	78	75	2	78	75	3
ATEC DTC	138	75	76	-2	75	77	-2	77	79	-3	77	79	-2
ATEC OTC	139	72	73	-1	70	72	-2	69	72	-3	69	72	-2
AMSAA CCAD	140	79	78	2	78	77	1	78	77	1	79	78	1
AMSAA CSAD	141	80	78	1	79	78	1	79	77	1	78	77	1
AMSAA LAD	142	78	74	3	78	75	3	78	75	3	77	75	3
AMSAA JTCG	143	73	70	3	74	71	3	75	72	3	72	71	1
AMSAA SOD	144	62	59	2	61	59	2	62	60	2	63	61	2
AMSAA Chiefs	145	101	96	5	100	95	5	101	96	5	99	96	3
ACA South Region	146	84	83	1	83	82	1	76	76	1	81	77	4
AMSAA MAD	147				73	73	0	73	74	-1	75	76	-1
AMSAA RIA	148										81	79	2
AMCOM TMDE	150	87	84	4	88	85	3	86	84	2	88	85	3
AMCOM CIC	151	86	82	4	86	84	2						
AMCOM LAISO	152	71	68	2	73	71	2	77	76	1	83	81	1
AMCOM IMMC	153	90	87	3	90	87	3	91	87	3	90	87	3
AMCOM AcqCtr	154	93	92	1	93	92	1	93	91	2	95	92	2
AMCOM CmdStaff	155	92	88	4	89	86	3	88	85	4	88	85	3
AMCOM SAMD	156	92	89	2	91	89	2	92	89	3	93	91	2
AMCOM IG	157	76	73	3	59	56	3	76	74	1	71	70	1
AMCOM SOD	158				78	73	6	83	80	3	84	81	2
AMCOM G Staff	159							89	87	2	91	89	2
PEO STRI	160	76	75	1	77	76	1	77	76	1	78	77	1
PEO Soldier	161				89	83	6	91	86	4	92	88	4
PEO MS	162				Converted to AcqDemo October 2004			94	88	5	93	88	5
GMD	163							79	77	3			
THAAD	164							74	72	2	74	72	2
PEO ASMD	165	92	89	3	90	87	3				97	95	2
ASC PEO C3T (S)	166												
PM UA	167							86	81	5	85	80	5
ASC PCO	168							82	80	2	86	83	3
PM Arrow	169							80	78	2	78	76	2
ARDEC EVETD	170				93	93	0	93	93	0	95	94	1
ARDEC HQ/TD/ASCO	180	85	85	0	84	83	1	86	85	1			
ARDEC FSAC	181	89	87	2	91	90	1	92	90	2	93	91	2
ARDEC FUZE	182	82	79	3	83	81	2	84	82	2	85	84	1
ARDEC WECAC	183	92	91	1									
ARDEC CCAC	184	93	90	3	90	87	3	89	87	2	90	88	2
ARDEC QED	185	91	89	2	92	90	2	92	90	3	92	90	2
ARDEC RMD	186	85	84	1									
ARDEC Benet	187	81	78	3	83	81	2	83	81	2	81	80	1
AcqCtr (P)	188	95	91	4	91	89	2	91	89	2	90	90	0
ARDEC FSC&TD	189				85	83	2	85	84	1	85	84	1
TACOM Chiefs	190				80	78	2	81	79	2	80	78	2
TACOM TARDEC	191				73	69	4	74	71	3	74	71	3
TACOM Legal	192				89	83	6	89	84	5	83	82	1
TACOM AcqCtr (W)	193				91	89	2	91	89	2	89	88	2
TACOM CBO	194				85	83	2	84	82	2	84	82	3
TACOM CmdGp DCG	195				82	80	2	83	82	2	82	83	-1
TACOM IG	196				88	85	3	86	83	2	87	84	3
		82	79	3	79	77	2	82	80	2	83	81	2
Overall Army Averages					Overall Army Averages			Overall Army Averages			Overall Army Averages		

Average Contribution Rating Increase by Pay Pool

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS		2003		2004 CCAS		2005 CCAS		2006 CCAS	
Pay Pool Number	Organization	1999 Approved CRI \$	1999 Approved CRI % of 1999 Base Pay	2000 Approved CRI \$	2000 Approved CRI % of 2000 Base Pay	2001 Approved CRI \$	2001 Approved CRI % of 2001 Base Pay	2002 Approved CRI \$	2002 Approved CRI % of 2002 Base Pay	2003 Approved CRI \$	2003 Approved CRI % of 2003 Base Pay	2004 Approved CRI \$	2004 Approved CRI % of 2004 Base Pay	2005 Approved CRI	Approved CRI \$ As Percent of 2005 Base Pay Average	Approved CRI \$	Approved CRI \$ As Percent of 2006 Base Pay Average
101	ACA CCE	1291	2.74%	1382	2.71%	1383	2.62%	1438	2.49%	1415	2.28%	1709	2.68%	1588	2.38%	1869	2.70%
102	ATEC	1289	2.44%	1171	2.12%	2330	4.07%	1932	3.01%	1555	2.26%	1524	2.16%	1595	2.14%	1985	2.65%
103	PEO EIS	1250	1.95%	1297	1.93%	1256	1.76%	1382	1.83%	1391	2.03%	1379	2.00%	1322	1.80%	1340	1.76%
104	SAAL-ZP/CSA	1295	1.88%	1048	1.75%	1100	1.75%										
105	ATEC AEC	1583	2.40%	1239	1.94%	1670	2.53%	1706	2.43%	1432	2.31%	1596	2.62%	1891	3.39%	2174	3.73%
106	Army G8 (ADO)	1648	2.62%	1547	2.18%	1111	1.78%	1038	1.57%	1590	2.09%	1731	2.10%	1410	1.73%	1720	2.19%
107	OCK	1327	2.85%	1217	2.46%	1516	3.06%	1744	3.86%	1712	3.29%	2372	4.50%	2411	4.50%	1822	3.16%
108	ATEC OEC	1595	2.50%														
109	SAAL-ZR	1379	2.23%														
110	PEO CBD (JPOBD)	1972	3.01%	1624	2.45%	1928	2.91%	2189	3.17%	1972	2.49%	2301	2.96%	2764	3.27%	2086	2.45%
111	MTAQ	1199	2.40%	1982	3.90%	2353	4.11%	2540	4.00%	2340	3.74%	1059	1.65%	1231	1.95%	1433	2.13%
112	ASA ALT	961	2.40%	978	1.83%	1750	2.78%	1633	2.37%	1709	2.34%	2020	2.56%	1900	2.42%	1974	2.42%
113	PEO C3T	1400	1.81%	1552	2.07%	1642	2.21%	1209	1.56%	2398	3.19%	2434	3.06%	2884	3.53%	1834	2.26%
114	PEO GCS-P/Ammo	1712	2.29%	1305	1.73%	1316	1.67%	1468	1.81%	1589	1.85%	1606	1.79%	1609	1.77%	1688	1.81%
119	PEO CIO	1497	2.52%	1725	2.82%	3298	5.18%	2754	4.19%	1369	1.89%	647	0.87%	1242	1.44%	1802	2.21%
120	PEO GCS-WV	1397	2.16%	1007	1.61%	997	1.53%	1061	1.51%	1277	1.69%	1849	2.42%	1590	2.03%	1416	1.82%
121	PEO IEWS	1367	2.11%	2242	3.27%	2141	2.95%	2049	2.68%	2016	2.62%	2018	2.69%	2000	2.51%	1974	2.38%
122	SAAL-ZC	1381	2.40%														
123	SAAL-ZT	1516	2.06%	987	1.36%	1737	2.38%	1775	2.25%								
124	SAAL-ZS	980	1.86%	963	1.93%	1522	2.77%	1442	2.39%								
125	SAAL-ZD	1386	2.11%	1059	1.53%	1721	2.57%										
126	MEDCOM	3577	11.19%	4327	9.78%	2934	6.22%	1951	4.10%	1934	3.65%	1931	3.70%	1543	2.86%	1174	2.18%
127	RDAISA	1132	2.17%	1270	2.45%	1777	3.22%	1876	3.42%								
128	SAAL-ZL			708	1.12%	5065	1.16%										
129	DDACM/ASC			1305	2.08%	1905	3.04%	1862	2.72%	2078	3.08%	1918	2.71%	1846	2.54%	1986	2.64%
130	MTAQ Supr			3229	4.12%	7947	10.05%	6395	7.28%	4308	4.64%	4153	4.23%	2765	2.78%	3190	3.08%
131	OF-TF					1880	2.32%	2055	2.76%	3189	3.80%	2983	3.30%				
132	PM FCS					1826	2.39%	1490	1.95%								
133	PM JSIMS							2401	3.72%	2506	4.23%	1416	2.33%				
134	PEO Aviation							1743	2.07%	2128	2.41%	2119	2.95%	2452	3.20%	2467	3.09%
135	ACA HQ							1172	1.74%	1994	2.58%	2435	2.95%	2548	2.89%	2578	2.86%
136	OAA DOL							1015	2.17%	1047	2.20%	1336	2.65%	946	1.77%		
137	PEO CS/CSS									1672	2.10%	1644	2.26%	1309	1.83%	1323	1.80%
Army Average		1484	2.70%	1529	2.57%	2164	3.08%	1897	2.81%	1952	2.76%	1983	2.60%	2001	2.54%	1934	2.28%

Scores

Army	1999	2000	2001	2002	2003	2004	2005	2006
Expected OCS Range	22 to 100	25 to 100	23 to 100	28 to 100	16 to 100	12 to 100	16 to 102*	16 to 100
Factor Score Range	5 to 115	0 to 115	18 to 115	18 to 115	22 to 115	23 to 115	22 to 115	5 to 115
OCS Range	5 to 111	11 to 115	28 to 115	22 to 115	16 to 115	12 to 115	16 to 115	19 to 115
Delta OCS Range	-71 to +32	-39 to +25	-35 to +29	-37 to +25	-31 to +33	-57 to +21	-24 to +30	-16 to +28

* **An Expected OCS greater than 100 was due to the 2005** Workforce Flexibility Act. This legislation changed the handling of locality pay for Title 5 employees on retained pay. The Act stipulates that base pay for retained pay employees be recomputed on 1 May 2005 to become the total of current base pay and locality pay. These employees then do not receive locality pay. Future increases in their base pay due to the general increase are computed using the locality tables: employees receive half of the increase in the maximum pay for their band using the appropriate locality table. An Expected OCS Calculator for Retained Pay was not developed in time for the 2005 CCAS cycle affecting five Army pay pools.

Individuals with OCS Greater Than the Maximum Score for Career Path

Career Path	Max Score	1999	2000	2001	2002	2003	2004	2005	2006
NH	100	78	59	94	111	198	280	339	247
NJ	83	0	0	0	0	1	1	3	2
NK	61	4	11	11	12	14	16	19	12

Average Base Pay by Pay Pool [1 of 2]

		1999 CCAS			2000 CCAS			2001 CCAS			2002 CCAS			2003 CCAS			2004 CCAS			2005 CCAS			2006 CCAS		
Pay Pool Number	Organization	CY1999 Average Base Pay	CY2000 Average Base Pay	Percent Increase	CY2000 Average Base Pay	CY2001 Average Base Pay	Percent Increase	CY2001 Average Base Pay	CY2002 Average Base Pay	Percent Increase	CY2002 Average Base Pay	CY2003 Average Base Pay	Percent Increase	CY2003 Average Base Pay	CY2004 New Base Pay	Percent Increase	CY2004 Base Pay	New Base Pay	Percent Increase	CY2005 Base Pay	CY 2006 New Base Pay	Percent Increase	CY2006 Base Pay	CY2007 New Base Pay	Percent Increase
101	ACA CCE	47105	50132	6.42%	50736	53417	5.28%	53537	56755	6.01%	58605	61802	5.46%	62444	64788	3.75%	64957	68290	5.13%	67969	70985	4.44%	73599	76691	4.20%
102	ATEC	52847	56121	6.20%	58944	61686	4.65%	62772	67352	7.30%	67531	71541	5.94%	71474	74084	3.65%	74455	77835	4.54%	77142	80357	4.17%	79078	82409	4.21%
103	PEO EIS	64074	67750	5.74%	67821	70950	4.61%	69614	73348	5.36%	72569	76187	4.99%	70435	72872	3.46%	71974	75147	4.41%	75825	78734	3.84%	78320	80991	3.41%
104	SAAL-ZP/CSA	68810	72720	5.68%	71577	74558	4.17%	74594	78380	5.06%															
105	ATEC AEC	66079	69996	5.93%	67255	70263	4.47%	70243	74429	5.96%	73121	77086	5.42%	72531	75040	3.46%	73926	77345	4.62%	73247	76657	4.65%	75017	78454	4.58%
106	Army G8 (ADO)	62816	66691	6.17%	70315	73761	4.90%	72624	76350	5.13%	75951	79344	4.47%	79502	82284	3.50%	83388	87203	4.58%	86759	89991	3.72%	90753	94017	3.60%
107	CCK	46626	49431	6.02%	50003	52527	5.05%	51776	55112	6.44%	51929	55179	6.26%	53744	56251	4.66%	55913	59658	6.70%	58158	61791	6.25%	62763	65652	4.60%
108	ATEC OEC	63855	67704	6.03%																					
109	SAAL-ZR	61820	65549	6.03%																					
110	PEO CBD (JPOBD)	65531	69880	6.64%	66305	69719	5.15%	67606	71967	6.45%	71600	76008	6.16%	79690	82858	3.98%	78887	83160	5.42%	84890	89388	5.30%	87186	90755	4.09%
111	MTAQ	49963	53061	6.20%	52873	56261	6.41%	57007	61365	7.65%	61060	65433	7.16%	62181	65431	5.23%	65412	68107	4.12%	66697	69328	3.95%	70440	73071	3.73%
112	ASA ALT	40052	42535	6.20%	59286	61865	4.35%	62589	66552	6.33%	74238	78173	5.30%	78114	80995	3.69%	81681	85744	4.97%	85086	88772	4.33%	87682	91147	3.95%
113	PEO C3T	77300	81638	5.61%	79968	83680	4.64%	82071	86667	5.60%	82976	86757	4.56%	75383	78912	4.68%	79186	83599	5.57%	82647	87266	5.59%	80904	84112	3.96%
114	PEO GCS-P/Ammo	74719	79271	6.09%	77364	80758	4.39%	80388	84598	5.24%	83313	87364	4.86%	88075	90985	3.30%	90445	94312	4.28%	93541	97114	3.82%	95976	99296	3.46%
119	PEO CJO	59492	63129	6.11%	61995	65394	5.48%	65960	71632	8.60%	68566	73446	7.12%	74389	76873	3.34%	81051	83723	3.30%	84331	87343	3.57%	85903	89165	3.80%
120	PEO GCS-W	64720	68561	5.93%	68249	71095	4.17%	71736	75310	4.98%	74795	78170	4.51%	78502	80957	3.13%	79486	83322	4.83%	81273	84570	4.06%	81230	84028	3.44%
121	PEO IEWS	64792	68608	5.89%	68028	72091	5.97%	72430	77175	6.55%	75243	79624	5.82%	77062	80233	4.11%	78209	82182	5.08%	81586	85299	4.55%	85888	89323	4.00%
122	SAAL-ZC	57555	61123	6.20%																					
123	SAAL-ZT	73465	77773	5.86%	85260	88549	3.86%	77164	81680	5.85%	84605	89003	5.20%												
124	SAAL-ZS	52607	55587	5.66%	57186	59693	4.38%	59604	63272	6.15%	66323	69821	5.27%												
125	SAAL-ZD	65609	69488	5.91%	74072	77131	4.13%	73287	77647	5.95%															
126	MEDCOM	31969	36735	14.91%	43315	48812	12.69%	47637	52274	9.73%	50226	53720	6.95%	53264	55990	5.12%	53374	56630	6.10%	54906	57590	4.89%	56033	58157	3.79%
127	RDAISA	52249	55134	5.52%	54228	56921	4.97%	54509	58236	6.84%	57794	61449	6.32%												
128	SAAL-ZL				75789	78544	3.64%	78544	81883	4.25%															
129	DDACM/ASC				63030	66037	4.77%	64897	69138	6.53%	69829	73856	5.77%	70764	73903	4.44%	74110	77857	5.06%	75281	78708	4.55%	79556	82895	4.20%
130	MTAQ Supr				80738	86148	6.70%	79469	90277	13.60%	90277	99471	10.18%	94805	100536	6.05%	101701	108397	6.58%	105248	110222	4.73%	108766	113806	4.63%
131	OF-TF							63314	67474	6.57%	72548	76852	5.93%	80359	84753	5.47%	90399	95643	5.80%						
132	PM FCS							76075	80640	6.00%	80640	84631	4.95%												
133	PM JSIMS										63720	68097	6.87%				68302	71832	5.17%	69052	72194	4.55%			
134	PEO Aviation										87370	91822	5.10%				90895	94387	3.84%	72706	76643	5.41%	77027	81097	5.28%
135	ACA HQ										74021	77488	4.68%				80960	84169	3.96%	85616	90192	5.35%	90596	95046	4.91%
136	OAA DOL										46128	48572	5.30%				48442	50216	3.66%	53155	55821	5.01%	55459	57569	3.81%
137	PEO CS/CSS										NA	NA	NA	81438	84304	3.52%	75419	78948	4.68%	74762	77641.00%	3.85%	75833	78436	3.43%
Army Average		59307	62983	6.39%	65406	68690	5.17%	67578	71981	6.57%	70576	74650	5.79%	77011	80029	3.87%	78884	82831	5.01%	81659	85372	2.54%	84847	88212	3.97%
		Less G		3.80%	Less G		2.70%	Less G		3.60%	Less G		3.10%	Less G		2.70%	Less G		2.50%	Less G		2.10%	Less G		1.70%
		Net Increase		2.59%	Net Increase		2.47%	Net Increase		2.97%	Net Increase		2.69%	Net Increase		1.17%	Net Increase		2.51%	Net Increase		0.44%	Net Increase		2.27%

Average Base Pay by Pay Pool [2 of 2]

2003 CCAS					2004 CCAS			2005 CCAS			2006 CCAS		
Organization	Pay Pool Number	2003 Average Base Pay	2004 New Base Pay	Percent Increase	CY2004 Base Pay	CY2005 New Base Pay	Percent Increase	CY2005 Base Pay	CY2006 New Base Pay	Percent Increase	CY2006 Base Pay	New Base Pay 2007	Percent Increase
ATEC DTC	138	72442	75036	3.58%	75342	78687	4.44%	79744	82819	3.86%	81589	84646	3.75%
ATEC OTC	139	66826	69363	3.80%	67284	70377	4.60%	68995	71721	3.95%	70825	73530	3.82%
AMSAA CCAD	140	72719	75822	4.27%	73965	77676	5.02%	75827	79294	4.57%	79722	82564	3.57%
AMSAA CSAD	141	73626	76883	4.42%	75441	79357	5.19%	76058	79782	4.90%	78201	81127	3.74%
AMSAA LAD	142	69134	72146	4.36%	72045	75825	5.25%	73272	76843	4.87%	74865	77726	3.82%
AMSAA JTCG	143	63580	66441	4.50%	67309	70778	5.16%	69904	73381	4.97%	69493	72353	4.12%
AMSAA SOD	144	51764	53911	4.15%	53480	56203	5.09%	55814	58366	4.57%	57186	59402	3.87%
AMSAA Chiefs	145	102179	105554	3.30%	105180	109772	4.37%	107448	112138	4.36%	110000	113744	3.40%
ACA South Region	146	79767	82887	3.91%	80915	85606	5.80%	72614	76536	5.40%	76536	80363	5.00%
AMSAA MAD	147				66902	70334	5.13%	70506	73701	4.53%	74381	77211	3.83%
AMSAA RIA	148										83543	85715	2.60%
AMCOM TMDE	150	80915	83915	3.71%	85032	89404	5.14%	86162	90912	5.51%	90630	95114	4.95%
AMCOM CIC	151	78783	82187	4.32%	83272	87609	5.21%						
AMCOM LAISO	152	59881	62797	4.87%	65880	70259	6.65%	74071	78395	5.84%	83661	87733	4.87%
AMCOM IMMC	153	86377	89801	3.96%	88362	92727	4.94%	91749	96644	5.34%	92986	97409	4.76%
AMCOM AcqCtr	154	93864	97594	3.97%	97848	103469	5.74%	98322	103647	5.42%	103035	108065	4.88%
AMCOM CmdStaff	155	89586	92245	2.97%	89262	93031	4.22%	89861	93869	4.46%	92115	96244	4.48%
AMCOM SAMD	156	90090	93185	3.44%	91047	95504	4.90%	94547	99687	5.44%	99676	104294	4.63%
AMCOM IG	157	67330	69477	3.19%	53149	55170	3.80%	72036	74482	3.40%	68556	71035	3.62%
AMCOM SOD	158				71788	75279	4.86%	81460	85424	4.87%	84179	87862	4.37%
AMCOM G Staff	159							90716	95531	5.31%	96763	101036	4.42%
PEO STRI	160	70104	72555	3.50%	72953	75989	4.16%	75112	77914	3.73%	77216	79881	3.45%
PEO Soldier	161				82472	91101	10.46%	90712	94920	4.64%	95385	98398	3.16%
PEO MS	162							94508	99573	5.36%	96874	101675	4.96%
GMD	163							78151	82506	5.57%			
THAAD	164							71273	75320	5.68%	73927	77126	4.33%
PEO ASMD	165	91396	94449	3.34%	90643	95279	5.11%						
ASC PEO C3T Supv	166										107799	111713	3.63%
PM UA	167							83879	87746	4.61%	83839	87927	4.88%
ASC PCO	168							81436	86298	5.97%	86809	90237	3.95%
PM Arrow	169							78831	82964	5.24%	77803	82730	6.33%
ARDEC EWETD	170				98380	102810	4.50%	101969	105986	3.94%	105741	109473	3.53%
ARDEC HQ/ID/ASCO	180	85429	88483	3.57%	84397	88311	4.64%	89108	92920	4.28%			
ARDEC FSAC	181	89304	92448	3.52%	94417	98931	4.78%	96825	100923	4.23%	100112	103781	3.66%
ARDEC FUZE	182	75970	78844	3.78%	80645	84339	4.58%	85246	88316	3.60%	89190	92290	3.48%
ARDEC WECAC	183	93921	97191	3.48%									
ARDEC CCAC	184	91891	95375	3.79%	89595	93878	4.78%	91881	95809	4.28%	95610	99316	3.88%
ARDEC QED	185	89511	92698	3.56%	92745	97029	4.62%	95348	99317	4.16%	98100	101710	3.68%
ARDEC RMD	186	81706	84772	3.75%									
ARDEC Benet	187	73832	76502	3.62%	79401	83105	4.67%	81930	85374	4.20%	83122	86208	3.71%
AcqCtr (P)	188	92874	96270	3.66%	92186	96547	4.73%	94886	99010	4.35%	98583	102344	3.82%
ARDEC FSC&TD	189				85075	89317	4.99%	87982	91842	4.39%	89832	93544	4.13%
TACOM Chiefs	190	NA	NA	NA	76673	80300	4.73%	80001	83046	3.81%	80213	83239	3.77%
TACOM TARDEC	191	NA	NA	NA	70022	72724	3.86%	69331	72048	3.92%	69946	72353	3.44%
TACOM Legal	192	NA	NA	NA	83975	87829	4.59%	86290	91769	3.94%	86537	89739	3.70%
TACOM AcqCtr (W)	193	NA	NA	NA	91618	95773	4.54%	94713	98563	4.06%	94698	97726	3.20%
TACOM CBO	194	NA	NA	NA	82846	86715	4.67%	84386	87619	3.83%	85407	88483	3.60%
TACOM IG	195	NA	NA	NA	77699	81506	4.90%	81506	84848	4.10%	84706	86075	1.62%
TACOM CmdGp DCG	196	NA	NA	NA	88169	92203	4.58%	87328	90530	3.67%	89805	92606	3.12%
77011		80029	83871	3.87%	78884	82831	5.01%	81659	85372	2.54%	84847	88212	3.97%
		Less G	2.70%				Less G	2.10%		Less G	1.70%		
		Net Increase	1.17%				Net Increase	0.44%		Net Increase	2.27%		
		Does not include Locality Increase					Does not include Locality Increase					Does not include Locality Increase	

Average Contribution Rating Increase by Pay Pool [1 of 2]

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS		2003		2004 CCAS		2005 CCAS		2006 CCAS	
Pay Pool Number	Organization	1999 Approved CRI \$	1999 Approved CRI % of 1999 Base Pay	2000 Approved CRI \$	2000 Approved CRI % of 2000 Base Pay	2001 Approved CRI \$	2001 Approved CRI % of 2001 Base Pay	2002 Approved CRI \$	2002 Approved CRI % of 2002 Base Pay	2003 Approved CRI \$	2003 Approved CRI % of 2003 Base Pay	2004 Approved CRI \$	2004 Approved CRI % of 2004 Base Pay	2005 Approved CRI \$	Approved CRI \$ As Percent of 2005 Base Pay Average	Approved CRI \$	Approved CRI \$ As Percent of 2006 Base Pay Average
101	ACA CCE	1291	2.74%	1382	2.71%	1383	2.62%	1438	2.49%	1415	2.28%	1709	2.68%	1588	2.38%	1869	2.70%
102	ATEC	1289	2.44%	1171	2.12%	2330	4.07%	1932	3.01%	1555	2.26%	1524	2.16%	1595	2.14%	1985	2.65%
103	PEO EIS	1250	1.95%	1297	1.93%	1256	1.76%	1382	1.83%	1391	2.03%	1379	2.00%	1322	1.80%	1340	1.76%
104	SAAL-ZP/CSA	1295	1.88%	1048	1.75%	1100	1.75%										
105	ATEC AEC	1583	2.40%	1239	1.94%	1670	2.53%	1706	2.43%	1432	2.31%	1596	2.62%	1891	3.39%	2174	3.73%
106	Army G8 (ADO)	1648	2.62%	1547	2.18%	1111	1.78%	1038	1.57%	1590	2.09%	1731	2.10%	1410	1.73%	1720	2.19%
107	CCK	1327	2.85%	1217	2.46%	1516	3.06%	1744	3.86%	1712	3.29%	2372	4.50%	2411	4.50%	1822	3.16%
108	ATEC OEC	1595	2.50%														
109	SAAL-ZR	1379	2.23%														
110	PEO CBD (JPOBD)	1972	3.01%	1624	2.45%	1928	2.91%	2189	3.17%	1972	2.49%	2301	2.96%	2764	3.27%	2086	2.45%
111	MTAQ	1199	2.40%	1982	3.90%	2353	4.11%	2540	4.00%	2340	3.74%	1059	1.65%	1231	1.95%	1433	2.13%
112	ASA ALT	961	2.40%	978	1.83%	1750	2.78%	1633	2.37%	1709	2.34%	2020	2.56%	1900	2.42%	1974	2.42%
113	PEO C3T	1400	1.81%	1552	2.07%	1642	2.21%	1209	1.56%	2398	3.19%	2434	3.06%	2884	3.53%	1834	2.26%
114	PEO GCS-P/Ammo	1712	2.29%	1305	1.73%	1316	1.67%	1468	1.81%	1589	1.85%	1606	1.79%	1609	1.77%	1688	1.81%
119	PEO CIO	1497	2.52%	1725	2.82%	3298	5.18%	2754	4.19%	1369	1.89%	647	0.87%	1242	1.44%	1802	2.21%
120	PEO GCS-W	1397	2.16%	1007	1.61%	997	1.53%	1061	1.51%	1277	1.69%	1849	2.42%	1590	2.03%	1416	1.82%
121	PEO IEWS	1367	2.11%	2242	3.27%	2141	2.95%	2049	2.68%	2016	2.62%	2018	2.69%	2000	2.51%	1974	2.38%
122	SAAL-ZC	1381	2.40%														
123	SAAL-ZT	1516	2.06%	987	1.36%	1737	2.38%	1775	2.25%								
124	SAAL-ZS	980	1.86%	963	1.93%	1522	2.77%	1442	2.39%								
125	SAAL-ZD	1386	2.11%	1059	1.53%	1721	2.57%										
126	MEDCOM	3577	11.19%	4327	9.78%	2934	6.22%	1951	4.10%	1934	3.65%	1931	3.70%	1543	2.86%	1174	2.18%
127	RDAISA	1132	2.17%	1270	2.45%	1777	3.22%	1876	3.42%								
128	SAAL-ZL			708	1.12%	5065	1.16%										
129	DDACM/ASC			1305	2.08%	1905	3.04%	1862	2.72%	2078	3.08%	1918	2.71%	1846	2.54%	1986	2.64%
130	MTAQ Supr			3229	4.12%	7947	10.05%	6395	7.28%	4308	4.64%	4153	4.23%	2765	2.78%	3190	3.08%
131	OF-TF					1880	2.32%	2055	2.76%	3189	3.80%	2983	3.30%				
132	PM FCS					1826	2.39%	1490	1.95%								
133	PM JSIMS							2401	3.72%	2506	4.23%	1416	2.33%				
134	PEO Aviation							1743	2.07%	2128	2.41%	2119	2.95%	2452	3.20%	2467	3.09%
135	ACA HQ							1172	1.74%	1994	2.58%	2435	2.95%	2548	2.89%	2578	2.86%
136	OAA DOL							1015	2.17%	1047	2.20%	1336	2.65%	946	1.77%		
137	PEO CSCSS									1672	2.10%	1644	2.26%	1309	1.83%	1323	1.80%
Army Average		1484	2.70%	1529	2.57%	2164	3.08%	1897	2.81%	1952	2.76%	1983	2.60%	2001	2.54%	1934	2.28%

Average Contribution Rating Increase by Pay Pool

2003 CCAS				2004 CCAS		2005 CCAS		2006 CCAS	
Organization	Pay Pool Number	2003 Approved CRI \$	2003 Approved CRI % of 2003 Base Pay	2004 Approved CRI \$	2004 Approved CRI % of 2004 Base Pay	2005 Approved CRI	2005 Approved CRI % of 2005 Base Pay	Approved CRI \$	CRI % of 2006 Base Pay
A TEC DTC	138	1507	2.03%	1460	1.97%	1400	1.76%	1669	2.16%
A TEC OTC	139	1539	2.43%	1411	2.25%	1281	1.91%	1507	2.21%
AMSAA CCAD	140	2013	2.93%	1862	2.54%	1875	2.49%	1487	2.11%
AMSAA CSAD	141	2152	2.89%	2030	2.68%	2127	2.86%	1596	2.29%
AMSAA LAD	142	1975	2.94%	1979	2.82%	2031	2.86%	1588	2.46%
AMSAA JTCG	143	1907	2.98%	1787	2.73%	2008	2.91%	1679	2.46%
AMSAA SOD	144	1370	2.62%	1386	2.57%	1380	2.51%	1243	2.32%
AMSAA Chiefs	145	1842	1.94%	1962	2.01%	2436	2.44%	1873	1.85%
ACA South Region	146	1924	2.52%	2668	3.36%	2396	3.10%	2526	3.29%
AMSAA MAD	147			1759	2.59%	1714	2.39%	1585	2.11%
AMSAA RIA	148							752	1.56%
AMCOM TMDE	150	1786	2.19%	2245	2.69%	2941	3.43%	2942	3.31%
AMCOM CIC	151	2222	2.80%	2255	2.86%				
AMCOM LAISO	152	2016	3.42%	2732	4.19%	2768	3.85%	2650	3.26%
AMCOM IMMC	153	2142	2.52%	2163	2.43%	2969	3.25%	2841	3.12%
AMCOM AcqCtr	154	2322	2.50%	3174	3.28%	3260	3.43%	3278	3.28%
AMCOM CmdStaff	155	1322	1.59%	1546	1.80%	2123	2.55%	2563	2.90%
AMCOM SAMD	156	1743	1.99%	2180	2.42%	3155	3.39%	2923	3.02%
AMCOM IG	157	1138	1.79%	692	1.13%	933	1.60%	1314	2.07%
AMCOM SOD	158			1697	2.24%	2254	2.97%	2251	2.90%
AMCOM G Staff	159					2910	3.24%	2628	2.82%
PEO STRI	160	1403	2.04%	1215	1.69%	1231	1.67%	1353	1.79%
PEO Soldier	161			6568	8.05%	2304	2.53%	1391	1.45%
PEO MS	162					3081	3.40%	3154	3.32%
GMD	163					2714	3.68%		
THAAD	164					2550	3.46%	1942	2.65%
PEO ASMD	165	1682	1.96%	2397	2.70%				
ASC PEO C3T Supv	166							2091	2.04%
PM UA	167					2105	2.51%	2662	3.22%
ASC PCO	168					3151	4.01%	2103	2.69%
PM Arrow	169					2478	3.33%	3604	4.63%
ARDEC EWETD	170			2189	2.35%	1952	1.97%	2005	1.98%
ARDEC HQ/TD/ASCO	180	1796	2.26%	1912	2.30%	1959	2.23%		
ARDEC FSAC	181	1803	2.37%	2153	2.38%	2065	2.19%	1967	2.03%
ARDEC FUZE	182	1757	2.72%	1678	2.47%	1280	1.56%	1584	1.76%
ARDEC WECAC	183	1860	2.10%						
ARDEC CCAC	184	2105	2.42%	2043	2.38%	1999	2.20%	2080	2.21%
ARDEC GED	185	1844	2.08%	1964	2.16%	1967	2.12%	1942	2.04%
ARDEC RMD	186	1841	2.21%						
ARDEC Benet	187	1563	2.14%	1746	2.20%	1724	2.10%	1673	2.02%
AcqCtr (P)	188	2003	2.21%	2055	2.28%	2132	2.28%	2085	2.16%
ARDEC FSC&TD	189			2115	3.25%	2013	2.90%	2184	2.99%
TACOM Chiefs	190	NA	NA	1710	2.28%	1365	1.78%	1662	2.17%
TACOM TARDEC	191	NA	NA	951	1.46%	1261	1.85%	1218	1.82%
TACOM Legal	192	NA	NA	1753	2.24%	1624	1.94%	1730	2.02%
TACOM AcqCtr (W)	193	NA	NA	1865	2.09%	1861	2.01%	1418	1.51%
TACOM CBO	194	NA	NA	1797	2.18%	1464	1.79%	1626	1.95%
TACOM IG	195	NA	NA	1864	2.42%	1630	2.00%	406	0.48%
TACOM CmdGp DCG	196	NA	NA	1829	2.08%	1368	1.52%	1274	1.39%
		1867	2.54%	1983	2.60%	2001	2.54%	1934	2.28%

Average Contribution Award by Pay Pool [1 of 2]

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS		2003 CCAS		2004 CCAS		2005 CCAS		2006 CCAS	
Pay Pool Number	Organization	1999 Approved CA \$	1999 Approved CA % of 1999 Base Pay	2000 Approved CA \$	2000 Approved CA % of 2000 Base Pay	2001 Approved CA \$	2001 Approved CA % of 2001 Base Pay	2002 Approved CA \$	2002 Approved CA % of 2002 Base Pay	2003 Approved CA \$	2003 Total Award \$	2004 Approved CA \$	2004 Approved CA %	2005 Approved CA \$	2005 Approved CA % of 2005 Base Pay	2006 Approved CA	2006 Approved CA % of 2006 Base Pay
101	ACA CCE	664	1.41%	634	1.23%	946	1.74%	1160	1.95%	1293	1758	1462	2.20%	1529	2.24%	1715	2.34%
102	ATEC	0	0.00%	1047	1.89%	1131	1.92%	1216	1.89%	1287	1532	1389	1.99%	1389	1.88%	1872	2.48%
103	PEO EIS	1789	2.79%	1699	2.54%	1526	2.16%	1633	2.19%	1585	1963	1608	2.27%	1706	2.25%	1762	2.22%
104	SAAL-ZP/CSA	690	1.00%	644	0.96%	671	0.97%										
105	ATEC AEC	Exception		1463	2.18%	1267	1.83%	1313	1.82%	1303	1698	1257	1.73%	1161	1.58%	1607	2.27%
106	Army G8 (ADO)	1696	2.70%	1804	2.26%	2146	2.82%	2279	2.85%	2385	3179	2502	2.96%	2343	2.49%	2859	3.19%
107	CCK	490	1.05%	526	1.06%	745	1.46%	469	1.00%	967	1190	503	0.96%	523	0.94%	514	0.90%
108	ATEC OEC	Exception															
109	SAAL-ZR	660	1.07%														
110	PEO CBD (JPOBD)	1179	1.80%	1193	1.72%	1338	1.99%	1437	2.02%	1800	2523	1628	2.04%	849	0.98%	2049	2.30%
111	MTAQ	531	1.06%	1622	3.11%	1189	2.08%	1374	2.14%	1399	2184	2061	3.07%	1261	1.86%	1902	2.67%
112	ASA ALT	468	1.17%	533	0.92%	754	1.20%	1470	2.08%	1620	2259	1816	2.22%	1914	2.27%	1973	2.26%
113	PEO C3T	1391	1.80%	1691	2.15%	1694	2.11%	1747	2.10%	1680	2313	1765	2.17%	1852	2.19%	1811	2.21%
114	PEO GCS-P/Ammo	2195	2.94%	2088	2.72%	2151	2.68%	2180	2.66%	2378	2550	2442	2.71%	2526	2.73%	2591	2.73%
119	PEO CIO	1209	2.03%	1788	2.90%	2162	3.33%	2171	3.16%	1339	2945	1094	1.37%	1897	2.36%	1933	2.34%
120	PEO GCS-W	2066	3.19%	2068	3.08%	2177	3.12%	2417	3.24%	2485	2780	2146	2.67%	2207	2.71%	3188	3.97%
121	PEO IEVS	787	1.22%	1799	2.56%	1630	2.21%	1693	2.21%	1734	2800	1760	2.24%	1836	2.21%	1932	2.22%
122	SAAL-ZC	673	1.17%														
123	SAAL-ZT	782	1.07%	766	0.93%	471	0.61%	1675	1.98%								
124	SAAL-ZS	615	1.17%	514	0.95%	617	1.06%	1313	2.11%								
125	SAAL-ZD	767	1.17%	666	0.88%	1136	1.58%										
126	MEDCOM	459	1.44%	584	1.31%	643	1.36%	678	1.41%	719	1448	961	1.83%	988	1.78%	756	1.35%
127	RDAISA	726	1.39%	1485	2.85%	1144	2.05%	1303	2.36%								
128	SAAL-ZL			681	0.86%	351	0.45%										
129	DDACM/ASC			701	1.11%	1597	2.50%	1885	2.73%	1413	1912	1667	2.30%	1675	2.27%	1750	2.25%
130	MTAQ Supr			2819	3.59%	2565	3.24%	2844	3.16%	2560	4913	2746	2.72%	2629	2.46%	2716	2.53%
131	OF-TF					570	0.70%	1306	1.79%	1188	2275	2034	2.25%				
132	PM FCS					776	1.01%	2177	2.79%								
133	PM JSIMS							1718	2.63%	1529	2226	1554	2.31%				
134	PEO Aviation							1086	1.27%	2454	2871	1963	2.66%	2080	2.66%	2156	2.66%
135	ACA HQ							666	0.93%	1676	2109	1926	2.29%	2038	2.23%	2056	2.25%
136	OAA DOL							913	1.87%	959	1268	1196	2.18%	499	0.87%		
137	PEO CS/CSS							NA	NA							2926	3.91%
Army Average		863	1.42%	1253		1256	1.85%	1543	2.17%	1625	2136	1876	2.37%	1971	2.38%	2211	2.60%

Average Contribution Award by Pay Pool

[2 of 2]

2003 CCAS				2004 CCAS		2005 CCAS		2006 CCAS	
Organization	Pay Pool Number	2003 Approved CA \$	2003 Approved CA %	2004 Approved CA \$	Approved CA % of 2004 Base Pay	2005 Approved CA	2005 Approved CA % of 2005 Base Pay	2006 Approved CA	CA % of 2006 Base Pay
ATEC DTC	138	1147	1.56%	1125	1.56%	1362	1.71%	1512	1.93%
ATEC OTC	139	1169	1.83%	1214	1.88%	1405	2.03%	1697	2.35%
AMSAA CCAD	140	1500	2.09%	1531	2.14%	1701	2.29%	1505	1.98%
AMSAA CSAD	141	1511	2.05%	1559	2.06%	1691	2.24%	1619	2.24%
AMSAA LAD	142	1426	2.18%	1475	2.07%	1604	2.27%	1550	2.18%
AMSAA JTCG	143	1575	2.69%	1729	2.82%	1642	2.57%	1439	2.20%
AMSAA SOD	144	1050	2.00%	1107	1.99%	1220	2.12%	1036	1.80%
AMSAA Chiefs	145	2331	2.30%	2409	2.28%	2389	2.23%	2508	2.30%
ACA South Region	146	1651	2.15%	1821	2.30%	1634	2.11%	1722	2.24%
AMSAA MAD	147			1385	2.07%	1235	1.76%	1400	1.93%
AMSAA RIA	148							1500	2.36%
AMCOM TMDE	150	1264	1.55%	1904	2.24%	2326	2.70%	2447	2.74%
AMCOM CIC	151	1260	1.58%	1641	1.94%				
AMCOM LAISO	152	1261	2.14%	1979	3.04%	1926	2.69%	2259	2.67%
AMCOM IMMC	153	1379	1.60%	1925	2.12%	2465	2.64%	2487	2.63%
AMCOM AcqCtr	154	1469	1.57%	2572	2.63%	2655	2.72%	2782	2.70%
AMCOM CmdStaff	155	1322	1.50%	1936	2.16%	2426	2.77%	2489	2.68%
AMCOM SAMD	156	1216	1.35%	1872	2.04%	2553	2.70%	2691	2.70%
AMCOM IG	157	909	1.34%	1048	1.53%	1945	2.70%	1851	2.67%
AMCOM SOD	158			1464	1.83%	2199	2.69%	2273	2.68%
AMCOM G Staff	159					2449	2.62%	2613	2.65%
PEO STRI	160	808	1.15%	1477	2.02%	1352	1.80%	1381	1.80%
PEO Soldier	161			3711	4.50%	2041	2.24%	3348	3.46%
PEO MS	162					2518	2.67%	2906	3.01%
GMD	163					1938	2.50%		
THAAD	164					1925	2.63%	2076	2.78%
PEO ASMD	165	1645	1.82%	2447	2.65%				
ASC PEO C3T Supv	166							5242	4.90%
PM UA	167					2935	3.46%	3214	3.89%
ASC PCO	168					1686	2.14%	1953	2.34%
PM Arrow	169					2128	2.66%	3501	4.40%
ARDEC EWETD	170			2656	2.77%	2753	2.71%	2855	2.74%
ARDEC HQ/TD/ASCO	180	2338	2.87%	2279	2.67%	2343	2.62%		
ARDEC FSAC	181	2323	2.78%	2549	2.79%	2614	2.73%	2703	2.71%
ARDEC FUZE	182	1982	2.72%	2094	3.37%	2479	2.94%	2408	2.70%
ARDEC WECAC	183	2443	2.66%						
ARDEC CCAC	184	2390	2.72%	2419	2.80%	2481	2.70%	2582	2.72%
ARDEC QED	185	2328	2.81%	2504	2.69%	2576	2.71%	2649	2.72%
ARDEC RMD	186	2279	2.67%						
ARDEC Benet	187	1921	2.61%	2145	2.68%	2022	2.43%	2244	2.68%
AcqCtr (P)	188	2173	2.36%	2489	2.72%	2562	2.71%	2662	2.71%
ARDEC FSC&TD	189			2297	2.63%	2376	2.64%	2425	2.63%
TACOM Chiefs	190	NA	NA	1769	2.33%	2160	2.74%	1901	2.38%
TACOM TARDEC	191	NA	NA	1763	2.52%	1708	2.38%	1855	2.62%
TACOM Legal	192	NA	NA	1965	2.41%	2384	2.79%	2337	2.73%
TACOM AcqCtr (W)	193	NA	NA	2382	2.60%	2340	2.46%	2397	2.46%
TACOM CBO	194	NA	NA	2037	2.45%	2506	2.94%	2525	2.95%
TACOM IG	195	NA	NA	1819	2.36%	2201	2.70%	2287	2.69%
TACOM CmdGp DCG	196	NA	NA	2063	2.40%	2358	2.76%	2425	2.81%
1654 2.14%				1876 2.37%		1971 2.38%		2211 2.61%	

Average Total Award by Pay Pool [1 of 2]

1999 CCAS				2000 CCAS		2001 CCAS		2002 CCAS				2004 CCAS		2005 CCAS		2006 CCAS	
Pay Pool Number	Organization	1999 Total Award \$	1999 Total Award % of 1999 Base Pay	2000 Total Award \$	2000 Total Award % of 2000 Base Pay	2001 Total Award \$	2001 Total Award % of 2001 Base Pay	2002 Total Award \$	2002 Total Award % of 2002 Base Pay	2003 Total Award \$	2003 Total Award % of 2003 Base Pay	2004 Total Award \$	2004 Total Award % of 2004 Base Pay	2005 Total Award \$	2005 Total Award % of 2005 Base Pay	Total Award	Total Award % of 2006 Base Pay
101	ACA CCE	760	1.61%	840	1.63%	1268	2.37%	1421	2.42%	1758	2.82%	1896	2.75%	2184	3.12%	2360	3.05%
102	ATEC	954	1.80%	1088	1.96%	1210	1.93%	1325	1.96%	1532	2.14%	1683	2.42%	1721	2.35%	2336	3.07%
103	PEO EIS	2141	3.34%	2162	3.23%	1868	2.68%	2078	2.86%	1963	2.79%	2017	2.81%	2284	2.96%	2380	2.92%
104	SAAL-ZP/CSA	1161	1.69%	1026	1.35%	1063	1.42%										
105	ATEC AEC	1370	2.07%	1717	2.53%	1713	2.44%	1839	2.52%	1698	2.34%	1892	2.53%	1693	2.21%	2430	3.30%
106	Army G8 (ADO)	2092	3.33%	2460	3.02%	3246	4.47%	3518	4.63%	3179	4.00%	3272	3.82%	3535	3.53%	3861	4.03%
107	CCK	631	1.35%	552	1.10%	1073	2.07%	674	1.30%	1190	2.21%	951	1.87%	1020	1.69%	1840	3.27%
108	ATEC OEC	1259	1.97%														
109	SAAL-ZR	827	1.34%														
110	PEO CBD (JPOBD)	1500	2.29%	1558	2.15%	1642	2.43%	1639	2.29%	2523	3.17%	2040	2.48%	1707	1.88%	3036	3.32%
111	MTAQ	584	1.17%	1983	3.71%	1821	3.19%	1880	3.08%	2184	3.51%	2636	3.86%	2097	2.96%	2934	4.01%
112	ASA ALT	468	1.17%	740	1.14%	892	1.42%	1915	2.58%	2259	2.89%	2535	3.00%	2822	3.18%	2892	3.15%
113	PEO C3T	1846	2.39%	2088	2.57%	2667	3.25%	2318	2.79%	2313	3.07%	2515	3.04%	3108	3.57%	2415	2.92%
114	PEO GCS-P/Ammo	2397	3.21%	2330	3.00%	2462	3.06%	2466	2.96%	2550	2.89%	2680	2.97%	2787	2.97%	2822	2.95%
119	PEO CIO	1282	2.15%	1975	3.18%	2856	4.33%	3642	5.31%	2945	3.96%	2068	2.52%	2763	3.54%	2278	2.72%
120	PEO GCS-W	2330	3.60%	2515	3.62%	2722	3.79%	2879	3.85%	2780	3.54%	2313	2.86%	2510	3.18%	3498	4.38%
121	PEO IEWS	1075	1.66%	2330	3.27%	2385	3.29%	2654	3.53%	2800	3.63%	2869	3.53%	3098	3.64%	3393	3.79%
122	SAAL-ZC	673	1.17%														
123	SAAL-ZT	1106	1.51%	1485	1.65%	1423	1.84%	2268	2.68%								
124	SAAL-ZS	897	1.71%	695	1.13%	919	1.54%	1728	2.61%								
125	SAAL-ZD	955	1.46%	1089	1.30%	1921	2.62%										
126	MEDCOM	803	2.51%	1454	3.23%	2472	5.19%	1237	2.46%	1448	2.72%	1698	3.20%	1648	2.90%	1263	2.16%
127	RDAISA	784	1.50%	1687	3.24%	1357	2.49%	1460	2.53%								
128	SAAL-ZL			1489	1.66%	2040	2.60%										
129	DDACM/ASC			945	1.46%	2054	3.16%	2397	3.43%	1912	2.70%	2218	3.00%	2348	3.12%	2450	3.02%
130	MTAQ Supr			2819	3.59%	2932	3.69%	5476	6.07%	4913	5.18%	3678	3.54%	4987	4.63%	3877	3.51%
131	OF-TF					570	0.90%	1427	1.97%	2275	2.83%	2034	2.25%				
132	PM FCS					2739	3.60%	2299	2.85%								
133	PM JSIMS							2056	3.23%	2226	3.26%	2416	3.36%				
134	PEO Aviation							1315	1.50%	2871	3.16%	2388	3.17%	2708	3.39%	2884	3.50%
135	ACA HQ							974	1.32%	2109	2.60%	2315	2.70%	2479	2.61%	2491	2.67%
136	OAA DOL							1190	2.58%	1268	2.62%	1614	2.73%	710	1.13%		
137	PEO CSCSS							NA	NA							3294	4.46%
Army Average		1213	2.00%	1610	2.38%	1893	2.79%	2080	2.90%	2136	2.75%	2335	2.90%	2551	3.02%	2945	3.40%

Average Total Award by Pay Pool [2 of 2]

2003 CCAS				2004 CCAS		2005	CCAS	2006 CCAS	
Organization	Pay Pool Number	2003 Total Award \$	2003 Total Award % of 2003 Base Pay	2004 Total Award \$	2004 Total Award % of 2004 Base Pay Average	2005 Total Award \$	2005 Total Award % of 2005 Base Pay Average	Total Award	Total Award % of 2006 Base Pay
ATEC DTC	138	1608	2.22%	1779	2.50%	2029	2.63%	2791	3.48%
ATEC OTC	139	1334	2.00%	1500	2.26%	1787	2.54%	2473	3.34%
AMSAA CCAD	140	1668	2.29%	1815	2.51%	2077	2.76%	2409	2.95%
AMSAA CSAD	141	1567	2.13%	1718	2.28%	1845	2.45%	2368	3.05%
AMSAA LAD	142	1525	2.21%	1562	2.20%	1738	2.45%	2207	2.92%
AMSAA JTCG	143	1575	2.48%	1729	2.82%	1731	2.74%	1844	2.89%
AMSAA SOD	144	1232	2.38%	1324	2.26%	1458	2.40%	1509	2.47%
AMSAA Chiefs	145	3553	3.48%	3601	3.33%	3713	3.37%	3934	3.49%
ACA South Region	146	2120	2.66%	1823	2.30%	1634	2.11%	1722	2.24%
AMSAA MAD	147			1632	2.49%	1636	2.36%	2045	2.82%
AMSAA RIA	148							3254	4.35%
AMCOM TMDE	150	1620	2.00%	2426	2.78%	2832	3.26%	3130	3.49%
AMCOM CIC	151	1260	1.60%	1801	2.14%				
AMCOM LAISO	152	1261	2.11%	1979	3.04%	2194	3.04%	2955	3.36%
AMCOM IMMC	153	1716	1.99%	2574	2.79%	3184	3.35%	3417	3.51%
AMCOM AcqCtr	154	1711	1.82%	3087	3.13%	3327	3.31%	3625	3.41%
AMCOM CmdStaff	155	2338	2.61%	3220	3.52%	3897	4.34%	3708	3.82%
AMCOM SAMD	156	1635	1.81%	2445	2.62%	3179	3.30%	3755	3.68%
AMCOM IG	157	1386	2.06%	1896	2.65%	3893	5.11%	3279	4.57%
AMCOM SOD	158			1914	2.27%	3203	3.70%	3389	3.74%
AMCOM G Staff	159					3168	3.27%	3655	3.75%
PEO STRI	160	1148	1.64%	1809	2.46%	1701	2.23%	1815	2.32%
PEO Soldier	161			5390	6.46%	2912	3.18%	3996	4.12%
PEO MS	162					3349	3.41%	3627	3.71%
GMD	163					3085	3.53%		
THAAD	164					2411	3.24%	2513	3.26%
PEO ASMD	165	2156	2.36%	3250	3.41%				
ASC PEO C3T Supv	166							6489	5.95%
PM UA	167					3106	3.63%	4044	4.80%
ASC PCO	168					1811	2.31%	2866	3.26%
PM Arrow	169					2803	3.26%	4565	5.64%
ARDEC EVETD	170			3047	3.11%	3324	3.22%	3458	3.26%
ARDEC HQ/TD/ASCO	180	2732	3.20%	2459	2.84%	2585	2.83%		
ARDEC FSAC	181	2814	3.15%	2662	2.89%	2873	2.97%	3139	3.09%
ARDEC FUZE	182	2299	3.03%	2722	3.37%	3028	3.55%	2964	3.33%
ARDEC WECAC	183	2836	3.02%						
ARDEC CCAC	184	2490	2.71%	2525	2.91%	2687	2.90%	2796	2.92%
ARDEC QED	185	2632	2.94%	2765	2.93%	2893	2.98%	3059	3.10%
ARDEC RMD	186	2546	3.12%						
ARDEC Benet	187	2129	2.88%	2334	2.90%	2453	2.93%	2566	3.03%
AcqCtr (P)	188	2399	2.58%	2646	2.86%	2707	2.83%	2942	2.95%
ARDEC FSC&TD	189			2730	3.04%	2981	3.32%	2942	3.15%
TACOM Chiefs	190	NA	NA	2008	2.61%	2395	2.99%	2151	2.64%
TACOM TARDEC	191	NA	NA	2517	3.61%	2043	2.80%	2135	2.97%
TACOM Legal	192	NA	NA	2227	2.64%	2525	2.91%	2337	2.73%
TACOM AcqCtr (VV)	193	NA	NA	2716	2.90%	2874	2.97%	2938	2.95%
TACOM CBO	194	NA	NA	2237	2.68%	2752	3.19%	2815	3.28%
TACOM IG	195	NA	NA	1819	2.36%	2201	2.70%	4052	4.77%
TACOM CmdGp DCG	196	NA	NA	2350	2.78%	2736	3.29%	2947	3.50%
		2136	2.75%	2335	2.90%	2551	3.02%	2945	3.40%

Average CRI by Career Path and Broadband Level

Career Path & Broadband	1999 Average CRI	1999 Average CRI % of 1999 Base Salary	2000 Average CRI	2000 Average CRI % of 2000 Base Salary	2001 Average CRI	2001 Average CRI % of 2001 Base Salary	2002 Average CRI	2002 Average CRI % of 2002 Base Salary	2003 Average CRI	2003 Average CRI % of 2003 Base Salary	2004 Average CRI	2004 Average CRI % of 2004 Base Salary	2005 Average CRI	2005 Average CRI % of 2005 Base Salary	2006 Average CRI	2006 Average CRI % of 2006 Base Salary
NK-I	260	1.12%	154	0.69%	0	0.00%	0	0.00%	254	1.07%	1563	7.24%	511	2.32%	801	3.45%
NK-II	739	2.65%	816	2.74%	883	2.84%	720	2.21%	647	1.95%	695	2.09%	642	1.88%	630	1.82%
NK-III	975	2.67%	975	2.51%	1250	3.11%	1166	2.78%	1205	2.83%	1378	3.19%	1378	3.16%	1447	3.26%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	763	2.61%	798	2.52%	712	2.18%	644	1.91%	718	2.03%	1003	2.78%	555	1.45%	885	2.66%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	896	1.89%	1064	2.07%	506	1.18%	830	1.81%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	1357	2.02%	1945	2.92%	1576	2.28%	1455	2.13%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	934	3.71%	1186	4.43%	37	0.13%	NA	NA
NH-II	1315	3.76%	1465	3.80%	1512	3.74%	1527	3.64%	1482	3.47%	1640	3.75%	1625	3.75%	1642	3.63%
NH-III	1439	2.48%	1489	2.48%	1728	2.79%	1623	2.46%	1450	2.16%	1458	2.11%	1413	2.03%	1418	2.00%
NH-IV	1753	2.17%	1807	2.17%	2190	2.55%	2137	2.39%	2273	2.52%	2551	2.74%	2562	2.68%	2400	2.44%
Total	905	2.18%	938	2.11%	1034	2.15%	1692	2.57%	1218	2.51%	1949	2.53%	1844	2.44%	1788	2.32%

Average CA by Career Path and Broadband Level

Career Path & Broadband	1999 Average CA	1999 Average CA % of 1999 Base Salary	2000 Average CA	2000 Average CA % of 2000 Base Salary	2001 Average CA	2001 Average CA % of 2001 Base Salary	2002 Average CA % of 2002 Base Salary	2002 Total Carryover Award	2003 Average CA	2003 Average CA % of 2003 Base Salary	2004 Average CA	2004 Average CA % of 2004 Base Salary	2005 Average CA	2005 Average CA % of 2005 Base Salary	2006 Average CA	2006 Average CA % of 2006 Base Salary
NK-I	136	0.59%	151	0.65%	242	0.95%	1.50%	562	382	1.49%	1372	6.22%	488	2.11%	1397	6.00%
NK-II	426	1.45%	668	2.16%	677	2.09%	1.93%	46263	624	1.79%	789	2.26%	799	2.22%	932	2.56%
NK-III	635	1.72%	729	1.88%	850	2.12%	2.47%	7066	1030	2.37%	1206	2.72%	1161	2.61%	1470	3.20%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	383	1.31%	372	1.17%	473	1.42%	1.47%	919	562	1.57%	808	2.19%	534	1.39%	972	2.83%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	953	1.96%	971	1.88%	992	2.11%	1384	2.80%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	1410	2.04%	1548	2.31%	1970	2.83%	1926	2.78%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	525	2.1%	667	2.49%	698	2.44%	NA	NA
NH-II	506	1.39%	648	1.66%	744	1.81%	2.06%	50963	832	1.9%	1001	2.15%	890	1.88%	996	2.06%
NH-III	809	1.34%	1335	2.13%	1369	2.10%	2.10%	421947	1218	1.7%	1575	2.19%	1560	2.13%	1796	2.42%
NH-IV	1459	1.75%	1886	2.19%	1921	2.16%	2.22%	262153	2025	2.2%	2382	2.50%	2498	2.54%	2806	2.78%
Total	915	1.49%	1325	2.07%	523	1.05%	2.13%	789873	1020	1.95%	1873	2.32%	1832	2.29%	2091	2.57%

Average Total Award by Career Path and Broadband Level

Career Path & Broadband	1999 Average Total Award	1999 Average Total Award % of 1999 Base Salary	2000 Average Total Award	2000 Average Total Award % of 2000 Base Salary	2001 Average Total Award	2001 Average Total Award % of 2001 Base Salary	2002 Average Total Award	2002 Average Total Award % of 2002 Base Salary	2003 Average Total Award	2003 Average Total Award % of 2003 Base Salary	2004 Average Total Award	2004 Average Total Award % of 2004 Base Salary	2005 Average Total Award	2005 Average Total Award % of 2005 Base Salary	2006 Average Total Award	2006 Average Total Award % of 2006 Base Salary
NK-I	155	0.67%	562	2.30%	1190	4.66%	959	3.63%	688	2.87%	1559	6.90%	1252	5.44%	1997	8.53%
NK-II	706	2.41%	860	2.74%	1088	3.38%	1023	2.96%	1085	3.13%	1146	3.21%	1225	3.32%	1421	3.83%
NK-III	752	2.03%	755	1.93%	903	2.22%	1241	2.87%	1360	3.11%	1490	3.31%	1394	3.09%	1902	4.07%
NJ-I	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA	NA
NJ-II	383	1.31%	419	1.32%	584	1.78%	556	1.60%	708	2.01%	923	2.46%	674	1.72%	1149	3.23%
NJ-III	NA	NA	NA	NA	NA	NA	NA	NA	1465	2.93%	971	1.88%	1245	2.54%	1726	3.38%
NJ-IV	NA	NA	NA	NA	NA	NA	NA	NA	1917	2.81%	2027	2.93%	2205	3.12%	2027	2.90%
NH-I	NA	NA	NA	NA	NA	NA	NA	NA	525	2.09%	667	2.49%	1902	6.64%	NA	NA
NH-II	714	1.96%	895	2.23%	1193	2.87%	1157	2.62%	1086	2.40%	1347	2.83%	1170	2.41%	1287	2.59%
NH-III	1237	2.04%	1682	2.63%	1976	3.00%	2016	2.85%	1789	2.53%	2135	2.88%	2158	2.86%	2458	3.21%
NH-IV	2006	2.36%	2289	2.60%	2480	2.77%	2549	2.71%	2560	2.74%	2835	2.91%	3090	3.07%	3495	3.39%
Total	1320	2.14%	1649	2.54%	1911	2.86%	1974	2.78%	1388	2.64%	2367	2.89%	2381	2.94%	2718	3.29%

Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002		CCAS 2003		CCAS 2004		CCAS 2005		CCAS 2006	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%	5	0.12%	12	0.22%	9	0.14%	8	0.12%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%	4	0.10%	10	0.18%	14	0.22%	21	0.31%
10.01 - 14.99%	10	0.68%	20	1.24%	33	1.97%	17	0.91%	14	0.34%	59	1.07%	30	0.46%	14	0.21%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%	96	2.30%	113	2.04%	151	2.33%	87	1.28%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%	83	1.99%	103	1.86%	117	1.81%	123	1.81%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%	926	22.17%	1281	23.17%	1480	22.89%	1453	21.44%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%	683	16.35%	880	15.92%	833	12.88%	935	13.79%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%	1524	36.49%	1929	34.90%	2430	37.58%	3327	49.09%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%	842	20.16%	1141	20.64%	1403	21.69%	810	11.95%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%	4177	100.00%	5528	100.00%	6467	100.00%	6778	100.00%

	CCAS 2006		
0.00% CRI Breakdown	1403	100.00%	% of 6778
Retained Pay	6	0.43%	0.09%
Less Than 90 Days	214	15.25%	3.16%
Presumptive Status 2	4	0.29%	0.06%
Presumptive Status 3	0	0.00%	0.00%
Above the Upper Rail	55	3.92%	0.81%
Override By Pay Pool Panel	57	4.06%	0.84%
Maximum Salary for Broadband CRI Carryover to Award	1064	75.84%	15.70%
Attained Max Salary for Broadband and No CRI Carry Over to Award	3	0.21%	0.04%

	CCAS 2006		
0.01 to 2.62% CRI Breakdown	3327	100.00%	% of 6778
Maximum Salary for Broadband CRI Carryover to Award	981	29.49%	14.47%
0.01 to 2.62%	2346	70.51%	34.61%

Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002		CCAS 2003		CCAS 2004		CCAS 2005		CCAS 2006	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%	5	0.12%	12	0.22%	9	0.14%	8	0.12%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%	4	0.10%	10	0.18%	14	0.22%	21	0.31%
10.01 - 14.99%	10	0.68%	20	1.24%	33	1.97%	17	0.91%	14	0.34%	59	1.07%	30	0.46%	14	0.21%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%	96	2.30%	113	2.04%	151	2.33%	87	1.28%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%	83	1.99%	103	1.86%	117	1.81%	123	1.81%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%	926	22.17%	1281	23.17%	1480	22.89%	1453	21.44%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%	683	16.35%	880	15.92%	833	12.88%	935	13.79%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%	1524	36.49%	1929	34.90%	2430	37.58%	3327	49.09%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%	842	20.16%	1141	20.64%	1403	21.69%	810	11.95%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%	4177	100.00%	5528	100.00%	6467	100.00%	6778	100.00%

CCAS 1999 gave 42.77% of the workforce CRI that was equal to or greater than a within-grade-increase.

CCAS 2000 gave 40.33% of the workforce CRI that was equal to or greater than a within-grade-increase.

CCAS 2001 gave 47.22% of the workforce CRI that was equal to or greater than a within-grade-increase.

CCAS 2002 gave 45.62% of the workforce CRI that was equal to or greater than a within-grade-increase;

CCAS 2003 gave 43.36% of the workforce CRI that was equal to or greater than a within-grade-increase; and another 18.91% (790 of 4177) had CRI carryover and added to CA.

CCAS 2004 gave 44.46% of the workforce CRI that was equal to or greater than a within-grade-increase and another 23.28% (1287 of 5528) had CRI carryover and added to CA for a Total Award because they were at the maximum salary for their broadband level.

CCAS 2005 gave 40.73% of the workforce CRI that was equal to or greater than a within-grade-increase and another 23.70% (1533 of 6467) had CRI carryover and added to CA for a Total Award because they were at the maximum salary for their broadband level.

CCAS 2006 gave 38.96% of the workforce CRI that was equal to or greater than a within-grade-increase and another 25.07% (1699 of 6778) had CRI carryover and added to CA for a Total Award because they were at the maximum salary for their broadband level.

General Schedule Average Within Grade Increase as Percent of Increase

Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

Average Time in Step

1 Year	Step	1 to 2	2 to 3	3 to 4
2 Years	Step	4 to 5	5 to 6	6 to 7
3 Years	Step	7 to 8	8 to 9	9 to 10

CCAS Pay Outs Highs and Averages

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient	CCAS 2002		Recipient	CCAS 2003	
Dollar	High	Average	High	Average	High	Average		High	Average		High	Average
Carryover	4923		11572		9148		NH-IV	11212		NH-IV-1102	9623 (8.89%)	
CA	6671	915	6744	1325	7193	1378	NH-IV	6747	1501	NH-IV-0340	9983 (9.22%)	1473
Total Award	9008	1320	13346	1649	14606	1911	NH-IV	17520	1974	NH-IV-0340	15969 (14.43%)	1994

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient	CCAS 2002		Recipient	CCAS 2003	
Per Cent	High	Average	High	Average	High	Average		High	Average		High	Average
CRI	20.00%	2.55%	20.00%	2.71%	20.00%	2.84%	NH-III	17.82%	2.58%	NH-II-1515	20.00% (8091)	2.45%
CA	8.27%	1.49%	17.18%	2.33%	8.90%	2.07%	NH-III	9.41%	2.14%	NK-III-0318	9.61% (3744)	1.96%
Total Award	18.25%	2.14%	42.13%	2.95%	16.69%	2.86%	NK-II	22.85%	2.78%	NH-IV-0340	14.43% (15969)	2.63%

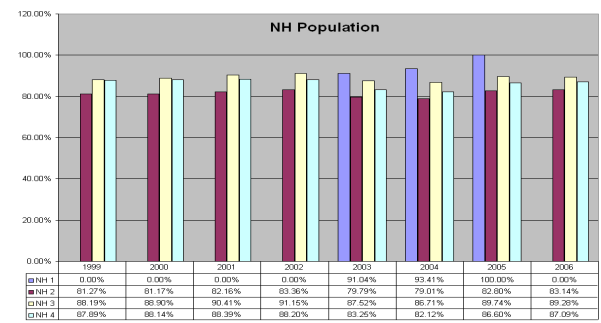
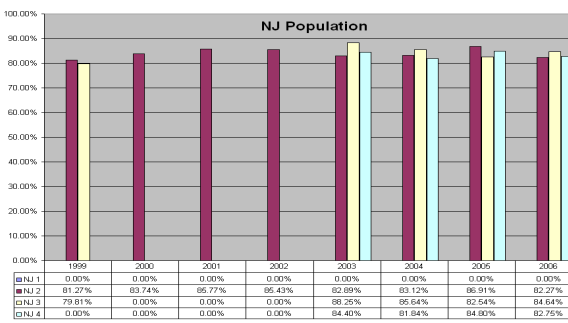
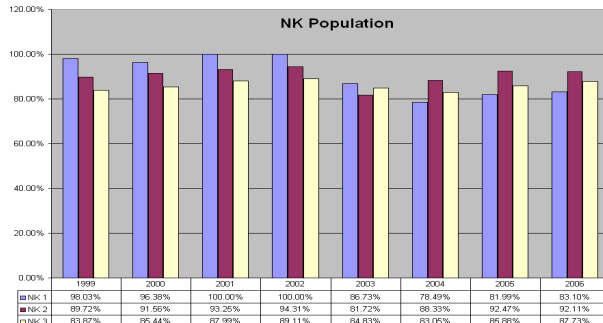
	Recipient	CCAS 2004		Recipient	CCAS 2005		Recipient	CCAS 2006	
Dollar		High	Average		High	Average		High	Average
Carryover	NH-IV-0801	14972 (17.72%)	1854	NH-IV-0855	10001 (9.88%)	1936	NH-III-1102	11874 (16.07%)	1788
CA	NH-III-0301	11026		NH-IV-0340	17214		NH-IV-0346	11165	
Total Award	NH-III-0346	8838 (16.20%)	1786	NH-IV-0501	7952 (7.13%)	1915	NH-IV-1515	10009 (11.40%)	2091
	NH-III-0301	15988 (19.55%)	2266	NH-IV-0340	27213 (23.36%)	2483	NH-IV-0340	27500 (23.12%)	2718

	Recipient	CCAS 2004		Recipient	CCAS 2005		Recipient	CCAS 2006	
Per Cent		High	Average		High	Average		High	Average
CRI	NH-II-1515	20.00% (8517)	2.52%	NH-II-1529	23.79% (7804)	3.75%	NH-II-1102	20% (8822)	2.32%
CA	NH-III-0346	16.60% (3744)	2.33%	NH-II-0343	12.41% (4319)	1.88%	NH-III-0301	12.12% (6708)	2.57%
Total Award	NH-II-1102	19.63% (7160)	2.92%	NH-IV-0340	23.36% (27213)	2.91%	NH-IV-0340	23.12% (27500)	3.29%

Salary Creep

Career Path	Broadband Level	CCAS 1999				CCAS 2000				CCAS 2001				CCAS 2002				CCAS 2003				CCAS 2004				CCAS 2005				CCAS 2006			
		Number of Employees	Average Base Salary	2000 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2001 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2002 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2003 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2004 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2005 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2006 Maximum Salary for Broadband Level	Salary Cap	Number of Employees	Average Base Salary	2007 Maximum Salary for Broadband Level	Salary Cap
NK	1	2	24345	24833	98.03%	4	24579	25502	96.38%	2	26415	26415	100.00%	1	27234	27234	100.00%	3	23977	27647	86.73%	5	22505	28671	78.49%	7	24004	29278	81.99%	5	24738	29,769	83.10%
NK	2	136	30870	34408	89.72%	133	32357	35339	91.56%	119	34144	36615	93.25%	140	35603	37749	94.31%	251	34677	42432	81.72%	356	35099	39738	88.33%	342	37515	40569	92.47%	337	38006	41,262	92.11%
NK	3	50	38879	46359	83.87%	53	40678	47610	85.44%	57	43400	49324	87.99%	55	45313	50851	89.11%	77	43782	51609	84.83%	101	44457	53532	83.05%	140	46935	54649	85.88%	131	48762	55,580	87.73%
NJ	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%	0	0	27647	0.00%	0	0	28671	0.00%	0	0	29278	0.00%	0	0	29,769	0.00%
NJ	2	31	30972	38108	81.27%	29	32780	39143	83.74%	26	34780	40551	85.77%	17	35717	41806	85.43%	19	35172	42432	82.89%	15	36577	44004	83.12%	18	39051	44391	86.91%	10	37595	45,699	82.27%
NJ	3	1	40651	50832	79.81%	0	0	52305	0.00%	0	0	54185	0.00%	0	0	55873	0.00%	7	50045	56707	88.25%	5	50364	59811	85.64%	19	49565	60049	82.54%	21	51686	61,068	84.64%
NJ	4	0	0	72586	0.00%	0	0	74553	0.00%	0	0	77229	0.00%	0	0	79629	0.00%	10	68207	80818	84.40%	11	68600	83819	81.84%	40	72574	85578	84.80%	51	72021	87,039	82.75%
NH	1	0	0	24833	0.00%	0	0	25502	0.00%	0	0	25415	0.00%	0	0	27234	0.00%	1	25169	27647	91.04%	1	26783	28671	93.41%	1	28278	29278	100.00%	0	0	29,769	0.00%
NH	2	154	41390	50932	81.27%	180	42456	52305	81.17%	207	44517	54185	82.16%	237	46574	55873	83.36%	382	45244	56707	79.79%	455	46465	58811	79.01%	504	49723	60049	82.80%	504	50769	61,068	83.14%
NH	3	667	64011	72586	88.19%	736	66277	74553	88.90%	752	69823	77229	90.41%	786	72583	79629	91.15%	1793	70735	80818	87.52%	2394	72681	83819	86.71%	2803	76794	85578	89.74%	2994	77710	87,039	89.28%
NH	4	428	88680	100897	87.89%	474	91333	103623	88.14%	512	94898	107357	88.39%	625	97619	110682	88.20%	1634	93626	112346	83.25%	2185	95678	116517	82.12%	2593	103019	118957	86.60%	2725	105360	120,981	87.09%
Total		1469				1609				1675				1861				4177				5528				6467				6778			

This chart records the progression towards the maximum salary for each broadband level. For example, as a result of CCAS 1999, 31 NJ-2 employees average salary is 81.27% of \$38,108, which is the maximum 2000 salary for NJ 2. As a result of CCAS 2000, the 29 NJ-2 employees were 2.5% closer to the maximum salary for NJ-2 and for CCAS 2001, the 26 NJ-2 employees were 2.03% closer to the maximum salary for NJ-2. CCAS 2002, the 17 NJ-2 employees were 85.47% of their maximum salary and regressed by 0.34%. CCAS 2003, the 19 NJ-2 employees were 82.89% of their maximum salary and regressed by 2.54%. CCAS 2004, the 15 NJ-2 were 0.23% closer or at 83.12% of their maximum salary. CCAS 2005, the 18 NJ-2 were 3.79% closer or 86.91% of their maximum salary. CCAS 2006, the 10 NJ-2 were 82.27% of the pay range and regressed by 6.61%.



Average CRI%, CA%, Total Award% by Occupational Job Series

Job Series	Count	CRI % of 2006 Base Pay	CA % of 2006 Base Pay	Total Award % of 2006 Base Pay
0018	3	0.60%	0.41%	1.10%
0028	5	2.33%	1.80%	2.28%
0080	8	2.32%	2.33%	2.67%
0170	1	0.01%	1.71%	4.24%
0180	2	0.06%	0.68%	1.56%
0201	45	3.03%	2.46%	3.11%
0203	1	2.01%	1.35%	1.35%
0260	9	3.24%	2.62%	2.74%
0301	990	2.37%	2.59%	3.29%
0303	95	1.71%	2.50%	3.44%
0305	5	2.85%	1.85%	1.85%
0318	277	2.35%	2.97%	4.17%
0326	13	3.32%	3.87%	5.06%
0334	4	1.05%	2.13%	4.00%
0340	261	2.36%	3.26%	4.22%
0341	64	2.77%	2.93%	3.04%
0342	4	2.31%	2.12%	2.97%
0343	523	2.54%	2.65%	3.22%
0344	37	2.55%	3.07%	4.51%
0346	531	2.45%	2.79%	3.43%
0391	40	1.77%	2.21%	2.92%
0401	2	11.20%	0.94%	0.94%
0403	1	2.05%	1.32%	1.32%
0501	38	1.81%	2.43%	3.10%
0505	4	2.55%	3.59%	6.36%
0510	10	1.86%	2.78%	4.44%
0511	2	1.75%	1.71%	1.71%
0560	112	2.86%	2.27%	2.74%
0561	3	3.13%	2.37%	2.37%
0601	1	3.59%	2.31%	2.31%
0610	1	5.52%	2.48%	2.48%

Job Series	Count	CRI % of 2006 Base Pay	CA % of 2006 Base Pay	Total Award % of 2006 Base Pay
0670	1	2.00%	0.90%	0.90%
0801	695	2.09%	2.85%	3.47%
0802	69	2.02%	2.83%	3.04%
0803	11	2.33%	2.21%	2.65%
0806	21	2.40%	3.11%	3.33%
0810	2	1.72%	2.88%	4.01%
0819	3	2.38%	2.17%	2.17%
0830	390	2.35%	2.80%	3.24%
0850	77	2.43%	2.50%	2.81%
0854	177	2.10%	2.32%	2.79%
0855	338	1.83%	2.21%	3.17%
0856	4	1.81%	2.23%	3.12%
0861	50	2.83%	2.52%	3.75%
0893	31	2.69%	2.61%	2.93%
0896	18	1.80%	2.51%	2.80%
0905	34	2.18%	2.14%	3.30%
0950	2	2.25%	2.41%	2.41%
0986	1	0.01%	2.42%	17.20%
1001	2	4.58%	3.49%	3.49%
1035	12	1.68%	2.51%	3.62%
1060	2	0.29%	0.26%	0.47%
1071	1	0.03%	0.03%	0.43%
1082	3	3.96%	2.70%	2.70%
1083	8	4.08%	3.70%	4.88%
1084	2	2.61%	2.09%	2.09%
1087	2	3.11%	4.02%	7.36%
1101	48	2.85%	2.78%	3.42%
1102	658	2.43%	2.18%	2.96%
1105	29	2.02%	1.36%	2.18%
1106	6	1.66%	2.47%	4.09%
1150	2	0.00%	2.21%	4.71%

Job Series	Count	CRI % of 2006 Base Pay	CA % of 2006 Base Pay	Total Award % of 2006 Base Pay
1176	3	3.10%	2.32%	2.57%
1222	1	2.19%	2.95%	2.95%
1301	20	1.41%	2.27%	3.19%
1306	2	0.88%	2.81%	5.23%
1310	12	3.76%	1.93%	1.94%
1320	8	1.37%	2.03%	2.18%
1410	2	0.02%	1.03%	2.39%
1412	1	1.70%	1.92%	1.92%
1515	470	2.45%	2.15%	3.15%
1520	16	1.70%	3.08%	3.85%
1529	7	7.98%	1.34%	1.98%
1530	1	6.00%	6.60%	10.06%
1550	53	2.61%	1.94%	2.43%
1601	1	4.20%	2.83%	2.83%
1640	5	3.19%	1.96%	1.96%
1670	13	1.73%	2.87%	3.65%
1712	9	1.55%	2.40%	2.91%
1740	1	0.00%	0.00%	0.00%
1801	15	2.40%	2.83%	4.29%
1825	1	2.81%	2.15%	2.15%
1910	74	1.80%	2.97%	3.40%
2001	4	1.58%	2.38%	3.63%
2003	23	2.58%	2.63%	3.00%
2005	6	3.12%	3.11%	3.60%
2010	2	1.97%	1.64%	1.64%
2032	1	3.73%	2.52%	2.52%
2101	1	2.47%	2.21%	2.21%
2102	3	2.19%	1.03%	3.25%
2130	4	3.10%	2.77%	2.77%
2181	1	5.63%	3.80%	3.80%
2210	227	1.82%	2.15%	2.90%
	6778	2.45%	2.35%	3.19%

When the Total Award % is higher than the CA %, it is because of the CRI carryover to the CA.

Projected Army Pay Pools in 2007

PP103	PEO EIS
PP107	CCK
PP111	SDDC
PP113	PEO C3T
PP119	PEO CIO
PP120	PEO GCS
pp121	PEO IEWS
PP126	MEDCOM HCAA
PP134	PEO Aviation
PP137	PEO CS/CSS
PP139	ATEC OTC
PP160	PEO STRI
PP167	PM UA
PP191	TARDEC